

# WASHINGTON STATE

## A T H L E T I C S

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# **SECTION 1**

# **WSU ATHLETICS**

# Athletics Code of Conduct

The intent of this Code of Conduct is not to supersede any other NCAA, Athletic Department or University policy; nor is it to judge who is guilty or not guilty. It is meant to set high standards relating to the department's expectations of how student-athletes represent Washington State University and to state the potential consequences for those who do not adhere to the high expectations of being a student-athlete at Washington State University.

As the University's most visible ambassadors, student-athletes at Washington State University are expected to uphold, at all times, high standards of integrity and behavior which will reflect well upon themselves, their families, coaches, teammates, the Department of Intercollegiate Athletics and Washington State University. Student-athletes are expected to act with propriety, to show respect for their community and the rights of others and are required to abide by all rules and regulations of Washington State University, the Pac-12 Conference and the NCAA. Failure to do so may result in the student athlete being subject to formal disciplinary sanctions, including suspension or expulsion from the team or the University. Scholarship student-athletes risk having all or part of their athletic financial aid revoked for violation of this code or specific team rules.

## **Code of Conduct and Criminal Charges**

In the case of behavioral actions which may involve arrest, formal criminal charges, and/or violations of WSU's Conduct Code, the involved student-athlete may be placed on suspension by the Department of Intercollegiate Athletics until the facts of the incident are reviewed.

A formal criminal charge occurs when it is properly filed in the appropriate court. At that time, the prosecutor's legal charge of misdemeanor or felony becomes formal. While the director of athletics or head coach may choose to suspend a student-athlete for any behavior determined to be unbecoming of a WSU student-athlete, formal department action is not required until such time that formal charges have been filed in a court of law.

Each case will be reviewed by the director of athletics, the sport supervisor and specific head coach independent from any other case, taking into account that no two cases are identical in nature and that each case must be determined based on the facts presented.

The athletic director, sport supervisor and head coach may have access to information not available to the general public or campus community. Should the athletic director determine that extraordinary circumstances exist, based on information gathered or received, he/she may grant exceptions to the following charges:

- **Misdemeanor:** Absent extenuating circumstances as determined by the director of athletics and sports supervisor, discipline associated with a formal misdemeanor charge will be issued by the head coach.
- **Felony:** Absent extraordinary circumstances as determined by the director of athletics, a WSU student-athlete formally charged with a felony in a court of law will not be permitted to represent WSU athletics in outside competition.

# Athletics History

Farmers! Hayseeds! Pumpkins! Squash!  
W.A.C.! By Gosh!

Sounds pretty corny today, doesn't it? Students at Washington Agricultural College and School of Science—now Washington State University—came up with this when they cheered for their baseball team in its very first game. That was 126 years ago. WAC beat the Pullman Military College 26 to 0. The game marked the beginning of Intercollegiate Athletics at WSU.

Track began in June of 1892. Students cut a track in a field of oats where Gesa Field is today. WAC beat the Pullman Military College—again. Intercollegiate competition in football began in 1894. WAC defeated Idaho 10-0 at Moscow. The local newspaper said “the cheers of Washington Agricultural College aggregation were deafening.” We didn't have a gymnasium at WAC until 1902, but the men's basketball team played the Spokane YMCA in 1901 and lost—would you believe 31-0!

Field hockey, tennis, and basketball were the earliest women's sports at WSU, mostly intramurals. The first women's basketball game with an off-campus opponent was played against Walla Walla High School in 1901. WAC won 14-12. The biggest “intercollegiate” win for the women's team came in 1903, over the University of Washington. The final score was 4-2. How times—and basketball—have changed. Jeanne Eggart scored 1,967 points in her career at WSU in 1979-82, still the all-time record for women!

In 1982, the women and men's athletics departments merged to create one unified organization. In 1985, the women's programs became part of the Pacific-10 Conference and the NCAA.

Today, WSU fields teams in 17 men's and women's sports which compete in the prestigious Pac-12 Conference. Men's teams compete in football, basketball, baseball, indoor and outdoor track, cross country, and golf. WSU women compete in

basketball, indoor and outdoor track, cross country, volleyball, soccer, swimming, rowing, golf, and tennis. Washington State was one of the first institutions to bring men's and women's sports into parity following passage of the Title IX legislation by Congress in 1972.

WSU's 17 sports have rich histories in NCAA postseason competition.

- WSU has won two NCAA national team titles, in boxing (1937) and men's indoor track (1977).
- Washington State football has made 16 Bowl appearances, winning eight times. WSU has played in four Rose Bowl games (1916, 1930, 1998, 2003).
- Cougar volleyball has made 15 postseason appearances, including 14 NCAA and one NIVC—winning the championship in 1992.
- Women's tennis has qualified for NCAA postseason play seven times, the last coming in 2019.
- For the first time in program history, women's soccer advanced to the Cougar Cup at the 2019 NCAA tournament, the program's 13th NCAA appearance and eighth in the last nine years.
- Women's golf was selected to the NCAA Regionals six consecutive years (2002-2007), advancing to the championships in 2003. Kim Welch was named All-American in 2003 and 2004 while Anastasia Kostina earned the same honors in 2005 and 2006.
- Men's golf made its first NCAA postseason trip in 2002.
- Swimming's Rugile Mileisyte, compete at the 2008 Beijing Olympic Games while more recently, McKenzie Duarte was a 2019 NCAA qualifier and Linnea Lindberg won the 2019 National Invitational Championship in the 50m breaststroke.
- The rowing team made two consecutive appearances at the National Collegiate Rowing Championships (1994-95), with the 1995 JV eight winning the national title. Cougar rowers jumped to elite status in 2006, finishing fourth overall at the

NCAA Championships, highlighted by a fourth-place finish by the WSU varsity eight. In 2018, the Cougars made their 12th NCAA Championship, finishing 14th.

- Men's basketball has been to the NCAA tournament six times and the NIT five times. In 1941, Coach Jack Friel's team was the runner-up for the national title. The Cougars tied the school record with 26 wins in both 2007 and 2008, advancing to the second round of the NCAA Tournament in 2007 and the Sweet Sixteen in 2008.
- Baseball has played in the NCAA College World Series four times, finishing second in 1950, and made back-to-back NCAA Championship appearances the 2009 and 2010.
- Women's basketball has made one appearance in the NCAA tournament and advanced to the Women's National Invitational Tournament three times, 2014, 2015 and a semifinal showing in 2017.
- In men's cross country, three WSU athletes have won seven NCAA titles.
- Women's indoor and outdoor track and field have captured six NCAA individual titles since the NCAA sponsorship for women's collegiate sports began in 1986, including Ebba Jungmark's 2008 indoor high jump title.
- The Cougar men have captured 59 national collegiate titles in indoor and outdoor track and field competition since 1909, including Jeshua Anderson's 400m hurdles outdoor titles in 2008, 2009, and 2011.

There are a number of buildings and facilities on campus whose history is tied to WSU's athletics program.

- The Cougars' volleyball home court is called Marcia Saneholtz Court at Bohler Gym in honor of the 28-year administrative veteran of Cougar Athletics who retired October 1, 2007. Saneholtz was the WSU Senior Associate Athletics Director/SWA and was a long-time proponent of gender equity and a champion for all sports at WSU as well as in the Pac-10 and the

nation. She was the NACCWAA president (1992-93), on the board of directors (1987-94), and named 1997 Administrator of the Year. She also received the NAGWS Pathfinder Award in 2001 and WSU Woman of Distinction in 2003.

- Bohler Gymnasium is named for the Grand Old Man of Cougar Athletics, J. Fred "Doc" Bohler, who was Director of Physical Education and Athletics at WSU from 1908 until 1950.
- Hollingbery Field House honors Orin E. "Babe" Hollingbery, the legendary Cougar football coach from 1926 to 1942.
- Smith Gymnasium is named for Dr. Helen Smith, chair of the Women's Physical Education department from 1928 to 1962.
- Bailey-Brayton Field is named for Arthur B. "Buck" Bailey, who coached baseball from 1927 until 1962, and Charles "Bobo" Brayton, head coach from 1962 to 1994.
- Jack Mooberry Track honors the Cougars' track coach from 1945 to 1973.
- Jack Friel Court in the Beasley Performing Arts Coliseum is named for WSU's basketball coach of the 1928-58 era.
- Gibb Pool in the Physical Education Building honors Douglass Gibb, swim coach from 1942 to 1974.
- The Ike Deeter Room in Bohler Gymnasium is named for the Cougars' boxing coach (1932-59) who brought WSU its first national championship in 1937.
- Goldsworthy Hall, in the WSU student residence system, is named for Harry E. Goldsworthy, a WSU Regent in 1942-47. Goldsworthy played end and was captain of the 1906 WSU football team that was unbeaten, untied, and unscored upon.
- Camp Room named in honor of the Jerry Camp family from Spokane, Washington, and longtime athletics department and university supporters.

In the galleria of the Bohler Athletic Complex hang the portraits of 223 athletes, coaches, teams and administrators who, since 1978, have been inducted into the **WSU Athletics Hall of Fame**. Here is a list of a few of the great Cougars you'll see:

- George Raveling, a coach with one of the best records in WSU men's basketball history (1972-1983), took the Cougars to two NCAA tournaments (1980, 1983). He won numerous coach-of-the-year honors and was inducted into the Pac-10 Basketball Men's Hall of Honor in 2004.
- Laura Lavine won two Pacific-10 Conference and two NCAA championships in the discus during her WSU Career, 1984-88. She was known for her clutch throws, winning the 1988 NCAA title on her last effort and in 1987 captured the Pac-10 title on her last throw. In 1996 she was selected WSU's Women Athlete of the Decade.
- Mike Utley was the most highly decorated gridiron star in Cougar history when he left in 1988—including his selection to six All-America first teams. He played in the NFL for the Detroit Lions until a spinal cord injury ended his career in 1991. He formed the Mike Utley Foundation to aid in the research of spinal cord injuries.
- Bob Robertson is the long-time voice of Cougar football. For many years he also broadcast WSU basketball, starting in 1964. Robertson is the most recognized sports voice in the state of Washington and has been named the state's Sportscaster of the Year a record 15 times.
- John Olerud was named *Baseball America's* NCAA Player of the Year (1988). A Cougar pitcher (1987-89), Olerud went directly to the Major Leagues playing first base in Toronto, New York Mets, Seattle, New York Yankees and Boston. His father, Dr. John E. Olerud, is also in the Hall of Fame. In 2007 he was inducted into the College Baseball Hall of Fame.
- Sarah Silvernail, WSU volleyball player (1993-96), was an All-American (1995, 1996) and the Pac-10 Player of the Year in 1996. She played professionally in Chicago and Switzerland.
- Drew Bledsoe quarterbacked the Cougars from 1990-93, setting many school passing records. He took New England to the 1997 Super Bowl and recently retired from the NFL after a 14-year career.
- Chuck "Bobo" Brayton was the most successful coach in Cougar history, with 1,162 victories and 22 titles in 33 baseball seasons (1962-1994). In 2007 he was inducted into the College Baseball Hall of Fame.
- Mel Hein, WSU's All-American center (1930), charter member of the College and Professional Football Halls of Fame.
- Jeanne Eggart, WSU's all-time leading scorer in women's basketball, with 1,967 points in her four-year career (1979-1982).
- Henry Rono, WSU distance ace; set four world records in less than four months in 1978 (5,000 meters, 3,000-meter steeplechase, 3,000 meters, and 10,000 meters).
- Gerry Lindgren, first American to beat the Russians in the distances (1964), and winner of an unequaled 11 straight NCAA Championships (1964-67).
- JoAnn Washam, Cougar basketball and golf star (1969-1972). First professional golfer to score two holes-in-one in a regular tour tournament.
- Gene Conley, star of WSU 1950 championship team in basketball and baseball; played on World Championship teams in two professional sports, Boston Celtics in basketball and Milwaukee (now Atlanta) Braves in baseball.
- Herbert "Butch" Meeker, Cougar quarterback (1925-27); the player for whom the WSU Cougar mascot was named.

*Written by Dick Fry, updated annually by Athletic Communications*

### **WSU FIGHT SONG**

Fight, fight, fight for Washington State! Win the victory!  
 Win the day for Crimson and Gray!  
 Best in the West, we know you'll all do your best,  
 So on, on, on, on! Fight to the end! Honor and glory you must win!  
 So fight, fight, fight for Washington State and victory!

## **WASHINGTON, MY WASHINGTON** (WSU Alma Mater)

Washington, my Washington, the Crimson  
and the Gray!

Tis the songs of memory that we sing  
today.

When the sad hours come to you and  
sorrows 'round you play, just  
sing the songs of Washington, the  
Crimson and the Gray, just  
sing the songs of Washington, the  
Crimson and the Gray.

## **Athletics Mission and Values**

### **WASHINGTON STATE UNIVERSITY ATHLETICS DEPARTMENT**

The mission of Washington State Athletics is to unleash excellence. We provide a transformational student-athlete experience, while elevating Washington State University through competitive excellence, campus collaboration and community engagement.

#### **Core Values**

Being a Cougar is a nearly indescribable, one-of-a-kind sensation. It is a unique blend of family, pride and work ethic that cannot be replicated. It is the obligation to yell “Go Cougs” when seeing someone wear the WSU logo, which only comes from the shared experience of being a Cougar.

- **Passion:** We share a deep love and reverence for Washington State University which unites and inspires us to serve.
- **Resiliency:** Growth comes from how we respond to adversity. We will overcome any and all obstacles that get in our way.
- **Integrity:** We are committed to integrity, accountability and sportsmanship.
- **Diversity & Inclusion:** We cannot be excellent without being diverse. We strive to provide an inclusive and supportive environment where our student-athletes, campus and

community members can be their best selves.

- **Excellence:** We pursue and expect greatness in all we do. We understand that true, sustainable excellence can only be achieved through teamwork and service to others.

### **TOGETHER WE WILL ACHIEVE WHAT WAS ONCE DEFINED AS IMPOSSIBLE.**

**Big, Hairy Audacious Goal (BHAG)**  
**We will appear in top 10% of D1 institutions in the Directors' Cup standings, which would make us only the fourth institution with 17 or less sports to do so in the last five years.**

The Directors' Cup is awarded annually to the nation's best overall collegiate athletics program. It was established in 1993 by National Association of Collegiate Directors of Athletics (NACDA) and USA Today to honor institutions maintaining a broad-based athletics program, achieving success in many sports, both men's and women's.

Placing in the top 10% of D1 institutions will require unprecedented teamwork and extraordinary effort on behalf of all Cougs (e.g. coaches/staff, student-athletes, alumni, fans, etc.).

**When we achieve our BHAG, we will experience the following vivid descriptions of success:**

- **Competitive Excellence:** We will be considered one of the nation's elite athletic departments. We will compete for national championships, while enhancing the university's brand and visibility.
- **Winning Culture:** We will put the "team" before ourselves, while maintaining a department of diverse, high-performing, and collaborative employees. A culture of service and teamwork will be the foundation upon which we experience all success.
- **Fiscal Stability:** We will use our work ethic, spirit of teamwork and creativity to maximize all revenue sources, while serving as responsible stewards of campus resources and providing increased opportunities to our student-athletes.
- **Game Changers:** Our student-athletes will graduate at a higher rate than their campus peers, while undergoing the most transformational student-athlete experience in the nation. This experience will prepare them to be leaders in all facets of life.
- **Cougs United:** The passion and pride of Cougs is powerful! We will experience unprecedented collaboration, communication and engagement across the university system, the state, and amongst all WSU stakeholders, which will propel WSU Athletics to new heights.

#### **Goal 1**

**COMPETITIVE EXCELLENCE:** We will achieve and sustain national recognition for competitive excellence measured by championships, Pac-12 standings and NCAA postseason competition.

Department-wide competitive excellence will lead to annual improvement in the Directors' Cup standings.

#### **Goal 2**

**STUDENT-ATHLETE EXPERIENCE:** We will offer the most transformational student-athlete experience in the country by providing the programming, resources and opportunities for our student-athletes to reach their full potential while at WSU and beyond.

#### **Goal 3**

**ONCE A COUG, ALWAYS A COUG:** We will magnify the passion and pride of Cougs everywhere by leveraging the relationships between the athletics department, the university system and Cougs throughout the world to enhance our efforts and better serve the overall mission of WSU.

#### **Goal 4**

**CHAMPIONSHIP CULTURE:** We will maintain a culture within WSU athletics that values people as our greatest resource, champions diversity and inclusion, and embraces a servant leadership mentality, while maintaining high performance and integrity in all endeavors.

#### **Goal 5**

**REVENUE MAXIMIZATION:** We will maximize revenue streams to provide additional resources and opportunities for our student-athletes, while continuing to assist the university in expanding the reach and reputation of the WSU brand.

#### **Goal 6**

**RESOURCE STEWARDSHIP:** We will continue to search for new ways to reduce expenses, while maintaining our commitment to providing a life altering student-athlete experience.

## **Athletics Diversity, Equity, and Inclusion Programming**

WSU Athletics' Inclusion & Belonging unit encompasses all diversity, equity, and inclusion (DEI) programming for

student-athletes and staff. Diversity and Inclusion is one of WSU Athletics' core values that guide the department to

unleash excellence.

WSU Athletics' philosophy on DEI is as follows: we cannot be excellent without being diverse. We strive to provide an inclusive and supportive environment where our student-athletes, campus, and community members can be their best selves.

Throughout the year, WSU Athletics provide student-athlete and staff programming including unconscious bias training, ally ship training, featured speakers, social justice education, and more.

### **BLACK STUDENT-ATHLETE ASSOCIATION (BSAA)**

WSU BSAA exists to provide a safe space for Black-identified student-athletes to gather, offer mutual support, and participate in open discussion with the goal of creating a closer connection to the athletic department. WSU BSAA meets at least twice per month in the Camp Room. Student-athletes of all identities and background are welcome to attend BSAA. Follow @wsubsaa on Instagram for more information.

### **COUGAR PRIDE STUDENT-ATHLETE ALLIANCE (CPSAA)**

WSU CPSAA aims to educate, advocate, and connect members of the LGBTQIA+ community while breaking down the stigmas of the LGBTQIA+ community and facilitating communities of acceptance within and beyond WSU Athletics. WSU CPSAA meets at least once per month in the Camp Room. Student-athletes of all identities and backgrounds are welcome to attend CPSAA. Follow @wsucpsaa on Instagram for more information.

### **THE OFFICE OF MULTURAL STUDENT SERVICES**

The Office of Multicultural Student Services (MSS) seeks to facilitate the best undergraduate experience for multicultural, first-generation, and other underrepresented students through the provision of culturally relevant services to enhance their learning and development

and foster their successful transition, adjustment, persistence, achievement, and graduation.

### **Centers**

- African American Student Center (CUB 420)
- Asian American and Pacific Islander Student Center (CUB 414)
- Chicanx/Latinx Student Center (CUB 402)
- Native American Student Center (Cleveland Hall 21B)
- Undocumented Student Center (CUB 421)

### **Programs**

- Compass Mentor Program
- Team Mentoring Program

### **OFFICE OF INTERNATIONAL PROGRAMS**

The Office of International Programs is a catalyst for the WSU global community to grow and prosper in an increasingly complex and interconnected world. The Office of International Programs leads and enables global engagement and outreach activities of WSU students, staff, faculty, and communities. Its activities advance the University's land grant mission and WSU's priorities in research, education, service, and economic development. The Office of International worldwide awareness of the University's strengths.

### **INTERNATIONAL STUDENT SERVICES**

- Document Processing
- Language Support
- Visa Status and Information
- International Travel
- International Center (CUB L46)
- Weekly Events

### **LGBTQ CENTER**

The LGBTQ+ Center (CUB 401) serves and supports LGBTQ+ students, faculty, staff, and alumx throughout the Washington State University system by providing resources, fostering community building, and relevant initiatives. Additionally, they promote academic and personal growth, learning, and development for students.

## Programs

- Q\*Hort
- Lavender Graduation
- Mentoring Program
- UndocuQueer Conference

## Exit Surveys and Interviews

Each year, exit interviews are offered to student-athletes completing and/or terminating their competitive eligibility. The purpose of this process is to assess how student-athletes feel about their experience at WSU, determine the strengths of our programs, and assess areas of concern.

## Faculty Athletics Representative

### THE STUDENT-ATHLETE ADVOCATE

The faculty athletics representative's principal role is to assist the student-athlete in achieving the best experience possible, academically and athletically, at Washington State University. The faculty athletics representative serves as an informal student-athlete advocate, often helping the student in his/her relationship with professors, coaches, staff, administration, etc. on a confidential basis.

Externally, the faculty athletics representative is recognized as the representative of the institution and its faculty in the relationship among the NCAA, Pac-12, and the local campus.

Internally, the faculty athletics representative represents the president, in academic and student-athlete areas, to the athletics department. The faculty athletics representative also serves as liaison for the athletics department to the academic faculty of the University.

- The faculty athletics representative is involved in the assurance of the academic integrity of the athletics program and in the maintenance of the welfare of the student-athlete.

- The faculty athletics representative provides oversight and advice in the institutional control of the athletics program.
- The faculty athletics representative works to ensure the academic well-being of the student-athlete so that athletes can and do thrive academically. The faculty athletics representative monitors the academic credentials of entering student-athletes, the academic attainment of continuing students, and the rates at which student-athletes graduate from the institution.

## Social Media Guidelines

Washington State University athletics department recognizes and supports its student-athletes' rights to freedom of speech, expression, and association, including the use of social networks. In this context, however, each student-athlete needs to understand that playing and competing for Washington State University is a privilege, not a right. As a Cougar student-athlete you are held to a higher standard than others on our campus. Fair or not, that is our reality, and you must represent yourself, your team, and the University in a positive manner at all times.

With the various uses of social media in today's society, any online postings must be consistent with federal and state laws, team, department, university and NCAA rules and policies, and the WSU Standards of Conduct for Students. As long as it does not conflict with team policies, student-athletes are permitted to have profiles on social networking websites such as Facebook, Instagram, Twitter, YouTube, LinkedIn, SnapChat, and TikTok provided that no offensive, harassing, or inappropriate material of any kind is posted.

With this in mind, WSU Athletics reminds you that the opportunities for scrutiny are much broader today than ever before.

When we put something in the public domain we are encouraging scrutiny. Pictures and written content that may appear on an internet website such as Instagram, Facebook, Twitter, YouTube, LinkedIn, SnapChat, TikTok etc. should be placed there with caution as the whole world has access. You are responsible for content placed in a public arena. Remember, placing content in the public arena of cyberspace that brings inappropriate attention to WSU programs or the University may cause you to encounter disciplinary action and could result in referral to the WSU Office of Student Standards and Accountability.

### Some Points to Keep in Mind

- Online content is not private, despite your personal setting, and there could be long term ramifications. Everything you post is public information and is completely out of your control the moment it is placed online--even if you limit access to your site. Information (including pictures, videos, comments, and posters) may be accessible after you remove it.
- Posting personal information (cell phone, address, class schedule, etc.) may place you at a safety risk. Limiting information about your whereabouts may minimize your potential to be stalked, assaulted, or become a victim of other criminal activity. Use caution when adding someone or inviting someone to be a friend. Many individuals are looking to take advantage of student-athletes, to get close to a student-athlete to give themselves a sense of membership, or to gain information about you, your teammates, or your team for the purpose of sports gambling or negative publicity. Fans from opposing teams have been known to download images and used them to taunt and/or humiliate student-athletes during a contest.
- As a student-athlete you have access to information about your team and the athletics department that may not be available to the public; including but not limited to, team practice strategy, play calling, injury information, travel itineraries, academic programs, etc. This information should not be shared on any social media platform without approval from proper athletics department personnel.
- Consider your family, coach, teammates and future employers who may review your site. Carefully consider how you want people to perceive you before you give them a chance to misinterpret your information (including pictures, videos, comments, and posters).
- Similar to comments made in person, the WSU athletics department will not tolerate disrespectful comments and behavior online, such as: derogatory or defamatory language, comments that create a serious

danger to the safety of another person or credible threat of serious physical or emotional injury to another person; comments or photos that describe or depict unlawful assault, abuse, hazing, harassment, or discrimination; selling, possessing, or not other illegal or prohibited conduct which violate university, athletics departments, or team policies.

Always remember, we must never forget the PROGRAM is bigger than any one of us.

### **Best Practices**

Social media platforms can be a great resource if used properly for the basic intentions of networking, these sites assist in continuing development of personal connections. For anyone posting on a social media platform, in any capacity, here are some things to remember and consider:

- *Think twice before posting:* Privacy does not exist in the world of social media. Consider what could happen if a post became widely known and how that may reflect both on the user and Washington State Athletics. Search engines can turn up posts years after they are created, and comments can be forwarded or copied. If you wouldn't say it at a news conference or to a member of the media, consider whether you should post it online. If you are unsure about posting something or responding to a comment, ask yourself are you prepared to justify your comments
- *Strive for accuracy:* Get the facts straight before posting them on any social media platform. Review content for grammatical and spelling errors and make sure the posting cannot easily be taken out of context.
- *Be respectful:* Understand that content contributed to a social media site could encourage comments or discussion of opposing ideas. Responses should be considered carefully in the light of how they would reflect on the user and/or the athletics department.

- Remember your audience: Be aware that a presence in the social media world is or easily can be made available to the public at large. This includes prospective student-athletes, current student-athletes, current and future employers and colleagues, and peers. Consider this before publishing to ensure the post will not alienate, harm, or provoke any of these groups.
- On personal channels, identify your views as your own: If you identify yourself as a Washington State University student-athlete member online, it should be clear that the views expressed are not necessarily those of the institution, even after your time at WSU is up.
- Branding yourself as a WSU Student-Athlete: When branding/identifying yourself as a WSU student-athlete please make sure you are tagging your sport account. This is for consistency across our individual sport and main accounts. For example: QB for @WSUCougarFB vs. QB for WSU Football it is easy for fans to identify but also a way for us to stay on brand with identifying our own student-athletes.

## Sport Administrators

### WHAT IS A SPORT ADMINISTRATOR?

Sport administrators partner with the director of athletics and oversee the day-to-day operations of assigned teams. The sport administrator provides direction to coaches regarding team management, performance, training, compliance, and other related matters; and, serves as the primary liaison for assigned coaches and sport program(s) to all athletic department units and/or other internal and external stakeholders in order to facilitate business for the coach, team, and/or student-athletes.

### WSU Sport Administrators:

#### Brad Corbin

Senior Associate Athletics Director/Chief Compliance Officer  
bradly.corbin@wsu.edu  
509-335-43266  
sport responsibilities: cross country, swimming, track and field

#### Anne McCoy

Deputy Director of Athletics/ Senior Woman Administrator amccoy@wsu.edu  
509-335-714949  
sport responsibilities: women's basketball, rowing, soccer, volleyball

#### Mitch Straub

Deputy Director of Athletics  
mitch.straub@wsu.edu  
509-335-02366  
sport responsibilities: baseball, women's golf, men's golf

#### Ike Ukaegbu

Deputy Director of Athletics  
ike.ukaegbu@wsu.edu  
509-335-7155  
sport responsibilities: football, men's basketball, tennis

## Sportsmanship and Ethical Conduct

### The Commitment to Integrity and Sportsmanship

NCAA Commitment to the Division 1 Collegiate Model

It is the responsibility of each member institution to conduct its athletics programs and manage its staff members, representatives and student-athletes in a manner that promotes the ideals of higher education and the integrity of intercollegiate athletics. Member institutions are committed to encouraging behavior that advances the interests of the Association, its membership and the Collegiate Model of athletics. All individuals associated with intercollegiate athletics programs and

All individuals associated with intercollegiate athletics programs and events should adhere to such fundamental values as respect, fairness, civility, honesty, responsibility, academic integrity and ethical conduct. These values should be manifested not only in athletics participation, but also in the broad spectrum of activities affecting the athletics programs. Establish policies for sportsmanship and ethical conduct in intercollegiate athletics consistent with the educational mission and goals of the institution.

## NCAA Article 10.01.1

“...all participating student-athletes shall act with honesty and sportsmanship at all times so that intercollegiate athletics as a whole, their institutions and they, as individuals, shall represent the honor and dignity of fair play and the generally recognized high standards associated with wholesome competitive sports.”

### **Sportsmanship**

Pac-12 Handbook Compliance and Enforcement Regulations, Chapter 5

#### **Statement**

The Constitution of the Pac-12 Conference cites as a purpose of the conference that its members shall participate in its athletics program on the basis of mutual trust and confidence and based upon high standards, scholarship, and sportsmanship. It adds that the members value quality competitive opportunities for student-athletes, compliance with the rules of fair play, and sportsmanship.

Understanding that realization of those goals requires that opponents respect each other and admire earnest effort made fairly in pursuit of victory, the conference shall require adherence to the standards it has adopted or which are set forth in the respective playing rules. It will require ethical conduct worthy of the educational stature and the standards of its member institutions.

While victory shall be the expected goal of every competitor, defeat is not a disgrace, and the prospect of defeat is never an excuse for unethical behavior or a lack of sportsmanship.

Adherence to these principles will maximize the benefits and enjoyment of intercollegiate competition for all participants, coaches, and spectators.

#### **Role off Chief Executive Officers**

The chief executive officers have directed that all representatives of the conference s member institutions shall exhibit ethical behavior at each conference competition and conduct themselves in accordance with the rules of the NCAA and the conference and the playing rules of the respective sports. They have directed that each member shall create a healthy environment for competition, free of a hostile atmosphere for opponents. This responsibility is to be shared by administrators, coaches, and student-athletes, plus others involved in intercollegiate athletics in the conference.

They have directed the commissioner and coordinators of officiating and game officials to apply the playing rules tightly and assess appropriate penalties not merely issue warnings when violations occur.

#### **Role off Athletics Administrators**

Athletics administrators, led by the director of athletics, must communicate the expectation of good sportsmanship to all representatives of the institution active in intercollegiate athletics. It is particularly imperative that this message is impressed on each coach, along with the intention that the coach will require compliance with the sportsmanship statement by each member of the team. The director must ensure that opponents are treated with fairness and respect. All aspects of game management must be controlled to assure such treatment, including crowd behavior.

#### **Role off Coaches**

The coach s behavior influences that of the student-athletes and, frequently, the fans. The coach has a responsibility to educate student-athletes concerning their obligations to the coach, the institution, intercollegiate athletics, and themselves. Respect for an opponent can most effectively be conveyed to the student-athletes by the manner in which the coach speaks of and acts toward the opponent.

### **Role of Student-Athletes**

Student-athletes must honor the responsibilities which accompany the privilege of representing a Pac-12 institution by adhering to conference and playing rules and the sportsmanship statement. Student-athletes are expected to treat opponents with respect. They must be aware that significant penalties will be applied for fighting, taunting an opponent, or other unethical conduct.

### **Role of Public Address Announcer**

Each public address announcer should provide an impartial and evenhanded report of the event. Partisanship in this area inflames emotions and can promote poor sportsmanship by participants and spectators.

### **Role of Spirit Groups and Bands**

Like the student-athletes, members of spirit groups and bands are highly visible representatives of Pac-12 institutions. They can influence the behavior of others. Each spirit group should welcome its counterpart group and demonstrate respect for its members. Likewise, it should convey respect for each opponent, student-athlete, and team.

### **Role of Officials**

Although each game official has a demanding and difficult job to officiate the contest, he/she also will be directed to apply without hesitation or reservation the rules governing conduct and sportsmanship during each conference competition. When doing so as directed, the official will have the support of the conference, each member institution, and its administrators and coaches.

### **Institutional Security Plan**

Each institution is required to have a security plan to prevent and manage rushing of the court and field in the sports of men's basketball and football. See men's basketball and football sports policies and regulations for information about the requirements and penalties for failure to prevent court/field-rushing activities.

### **Ethical Considerations**

The purpose of intercollegiate athletics is to provide an opportunity for the student-athlete to obtain a college education and degree and to develop his/her potential as a skilled performer in an educational setting. By virtue of becoming a member of an athletic team, however, you become subject to certain responsibilities and obligations which could include the acceptance of the loss of some individual rights and privileges. It is important that your personal conduct demonstrates sound moral and ethical judgment.

The following ethical considerations must be kept in mind at all times:

- Take it upon yourself to make good choices. In the decision-making process you always have choices. Take responsibility for your actions.
- Adhere to the spirit as well as the letter of the rules throughout all games and practices.
- Respect all players, officials, coaches, and administrators and treat them courteously.
- Maintain control during emotionally charged situations. React in a positive manner to an aggressive action by an individual or group.
- Respect the decisions of the coach. Direct your questions about such decisions to the coach in private and follow appropriate channels to voice your concern.
- Exert maximum effort to attain the highest degree of excellence in the classroom and in all games and practices.
- Exhibit dignity in manner and dress when representing the team and University.
- Maintain personal habits which enhance healthful living. Refrain from the use of drugs or alcoholic beverages which could affect performance or modify mood or behavior. (Exception would be therapeutic drugs prescribed by a physician.)

- Place primary responsibility to the team rather than self.

## WSU Student Grievance Procedures

WSU student-athletes are expected to report all types of discrimination, harassment, hazing, or abusive behavior to their head coach and/or sport supervisor. Also, since one of the faculty athletics representative's (FAR) main roles is to serve as student-athlete advocate, student-athletes are also encouraged to report any issue(s) or incident(s) impacting their safety, health and well-being to the FAR while enrolled at Washington State University. If a situation warrants further follow-up, student-athletes are referred to the appropriate University office for assistance. Currently, all WSU employees (unless designated as a confidential resource), including student employees, who have information regarding incidents of sexual harassment or sexual misconduct must report those to the WSU Office of Compliance and Civil Rights (CCR) or the WSU Title IX Coordinator. If student-athletes do not feel comfortable reporting an incident to athletics department personnel or an issue has not been resolved, student-athletes are encouraged to discuss the issue directly with University personnel in the appropriate office on campus. Complaints by and against student-athletes are processed by University personnel in the same manner as all University students.

WSU student-athletes may seek assistance from one or more of the offices listed below:

- **Dean off Student Services:** Partners in navigating your WSU experience. Located in French Ad Room 122 or (509) 335-5757 <https://deanofstudents.wsu.edu>
- **University Ombudsman:** An effective, informal and neutral channel for students, staff and faculty to voice university-related concerns. Located in Wilson-Short Hall Room 2 or (509) 335-1195 <https://ombudsman.wsu.edu>
- **Center fof Community Standards:** Supports students, upholds students rights, and holds students accountable for behavior that does not meet our community expectations described in the WSU standards of Conduct for Students. Located in French Ad Room 122 or (509) 335-4532 <https://communitystandards.wsu.edu/home/>
- **Compliance and Civil Rights CCR:** is WSU's central intake office for complaints of Discrimination, Discriminatory Harassment, Sexual Harassment, and Sexual Misconduct. CCR can assist individuals in accessing resources on campus and in the community, which can coordinate an appropriate university response to allegations of discrimination, which may include an investigation by CCR. Located in French Ad Room 225 or (509-335-8288. <https://ccr.wsu.edu>. **Iffyou believe you have experienced or have knowledge offdiscrimination, discriminatory harassment, or sexual harassment, you canfile a complaint with CCR at 509-335-8288 or [ccr@wsu.edu](mailto:ccr@wsu.edu)**)

- **Care Case Management:** Early intervention is the key to student success. The Student Care Network allows you to share concerns about a student's emotional; or psychological well-being, physical health, or academic performance with colleagues on your campus who can help. When you submit your referral through the online form, an email will get generated contacting the relevant offices on your campus. <https://studentcare.wsu.edu/student-care-referral/>.

# **SECTION 2**

# **ACADEMIC SERVICES**

# Academic Expectations and Responsibilities

## OBJECTIVE

Washington State University and Cougar Athletics are committed to helping student-athletes identify and meet academic, leadership and career goals leading to graduation and personal development. The administration, coaches, and support staff are committed to providing a positive and independent learning environment for the student-athletes at Washington State University.

The academic services staff is committed to creating an environment for student-athletes where **progress toward a degree** is the focus, rather than eligibility. The academic services staff is committed to developing programs, monitoring systems, and support systems to achieve these goals.

## WSU ATHLETICS DEPARTMENT COMMITMENT AND OBJECTIVES

WSU Athletics is committed to developing and maintaining a partnership between the members of the athletics department staff and the student-athletes. The academic services staff are committed to achieve the following objectives:

- To graduate student-athletes at a level consistent with or better than the Washington State University student body.
- To graduate 100% of the student-athletes who exhaust their eligibility at the university.
- To graduate each sport program at a level consistent with or better than the university student body.
- To provide meaningful and educational opportunities for service on the WSU campus as well as the Pullman community.
- To assess student-athletes academic skills and develop strategies for their success in the classroom.
- To provide excellent resources and training to enhance student-athletes skill sets.

- To provide sound academic, personal, and career advising and counseling to student-athletes.
- To provide exceptional academic experiences for all student-athletes who access the academic services staff.

The academic services staff has systematized the academic expectations for all sports and all student-athletes. In addition, academic services facilitates the equitable treatment of student-athletes, makes the student-athletes' needs assessment more objective, and emphasizes the athletics department's concern for the welfare of the student-athlete and his/her progress toward graduation.

## STUDENT-ATHLETE EXPECTATIONS AND RESPONSIBILITY

To participate in the intercollegiate athletics program at Washington State University, student-athletes must meet all academic requirements of the University, NCAA, and the Athletics Department. All students are also expected to **strive for at least a 2.50 GPA..** If a student-athlete falls below this minimum standard, the student-athlete may be expected to meet regularly with an academic advisor and meet specified academic requirements as assigned by the senior associate director of athletics for compliance and academic services.

It is important to realize that you and you alone are responsible for your academic record—accept ownership for your achievement. **Your** grades are **your** grades. You may have several people working with you to help you achieve your academic goals, but you are ultimately responsible for producing on the actual exams, papers, and projects. You need to recognize that you are the catalyst for your own success.

### Weekly Academic Expectations of Student-Athletes

- Attend every class every day.
- Meet with academic advisor first week of school.

- Attend weekly meetings with academic advisor and be prepared to discuss class notes and results from papers, quizzes, and exams.
- Complete all weekly tasks and study sessions as agreed upon.
- Come prepared for each appointment with academic advisor, professor, teaching assistant, tutor, or other support staff.
- Maintain open and honest lines of communication with academic advisor, coach, and professors.

## ACADEMIC INTEGRITY

Washington State University student-athletes are responsible members of the academic community. Student-athletes are expected to know and follow the rules outlined in the Student Handbook for Community Standards regarding academic integrity (found here <https://www.handbook.wsu.edu/>). Student-athletes are expected to perform and complete all academic requirements with honesty as described by Washington Administrative Code (WAC 504-26-202). A few examples of academic integrity violations or acts of dishonesty are listed below:

- Knowingly furnishing false information to any person, including university officials, faculty members, or administrators.
- Forgery, alteration, or misuse of any university document or record, or instrument of identification whether issued by the university or other state or federal agency.
- Fraud or misrepresentation.
- Cheating as defined in WAC [504-26-010](#). Furthermore, cheating is the intentional use of, or attempt to use, unauthorized material, information, or study aids in any academic activity to gain advantage. Using unauthorized materials in taking quizzes, tests, or examinations, or giving or receiving unauthorized assistance by any means, including talking, copying information from another student, using electronic devices, or taking an examination for another student.

- Plagiarism is knowingly representing the work of another as one's own, without proper acknowledgement of the source. This includes submitting a commercially prepared paper or research project or submitting for academic credit any work done by someone else. Plagiarism includes, but is not limited to, the use, by paraphrase or direct quotation, of the published or unpublished work of another person without full and clear acknowledgment.

We expect that instructors will report academic integrity violations to the office of student conduct per the university's policy. Student-athletes should be processed as any student on campus, not treated differently (better or worse). In some cases, violators of the university's academic integrity policy could result in an NCAA violation. The athletics department may administer additional penalties if the conduct violates the NCAA Academic Misconduct Rule.

## CLASS CONDUCT AND ATTENDANCE

Student-athletes are expected to **attend every class daily**.

- **Introduce yourself** to the professor **early** in the semester.
- **Sit in the front of the room. Ask questions**, show **respect for the professor**, focus on the lecture—no music, **no talking with friends**, **make eye contact with professors**, **be an active participant in class**.
- Know your professor's office hours and office phone number. Be sure to get the class syllabus for each course.
- Be **on time** for every class.
- Turn in **all assignments on time**.
- **Meet the professor** during office hours, get to know professors on a one-on-one basis—personalize your course work.
- **Make up all work** missed due to team travel.
- **Do your own work and don't share your work with others**. (The penalties and stress caused by a lack of academic integrity are not worth it!)

## **ABSENCES**

### **Scheduling/Travel Policy**

Student-athletes should not schedule classes during scheduled practice times. In addition, student-athletes should not miss class to attend a rescheduled practice session.

### **Absence for Team Travel**

WSU Athletics follows the university guidelines for class absences, as approved by the Faculty Senate. The university recognizes team athletic trips as university-sponsored activities; therefore, instructors are requested not to penalize the student-athlete if an authorized Class Absence Request Form has been provided to the instructor the week prior to the absence. It is the student-athlete's responsibility to make up all work missed. We encourage student-athletes to turn in work or take tests before the absence. Each team handles the distribution of class absence letters for those that travel in their own way, however,

most teams distribute an email electronic class absence letter to the instructor. In addition, advisors distribute a hardcopy letter with each student-athlete at the beginning of a travel semester, outlining all of the team's travel days. See your respective advisor for more information on travel and communication with your professors for that semester.

### **Absence Due to Illness/Injury**

In accordance with university guidelines, instructors are asked not to penalize the student-athlete if an authorized Class Absence Request for Injury/Illness is filed. It is the student-athlete's responsibility to make up all work missed. We encourage the student-athlete to contact each professor prior to surgery or after an injury/illness has occurred. In emergency situations, the academic staff will contact each professor.

## **Academic Services**

### **OBJECTIVE**

The academic services staff serves as academic advisors for non-certified student-athletes and provides comprehensive academic support for all student-athletes.

The type and level of programming, monitoring, and support provided to each student-athlete is dependent upon the individual needs of each student-athlete, based on the review of existing academic information and academic assessments administered by the academic services staff or through the screening and assessment process. Student-athletes are also encouraged to access existing university resources.

As academic advisors, the academic services staff assists student-athletes with class selection, major selection, graduation planning, career planning, time management, goal setting, study skills, and learning strategies. The advisors work closely with the University faculty to monitor

departmental advising, performance and participation. The staff also communicates with faculty to provide assistance with rescheduling class assignments and exams missed due to team travel.

### **Summary of Support Services**

- New Student-Athlete Orientation
- Learning Assessment (referrals to Psychology Clinic and Access Center)
- Cognitive and non-cognitive Assessments (for assignment to appropriate advisors, services, and programs)
- FAST Start
- Academic and Career Planning
- Academic Skill Building
- Priority Advising and Registration for Incoming and Returning Student-Athletes
- Monitoring Degree Progress (Degree Audits) and Schedule Review
- Proactive Weekly Monitoring (new student-athletes and at-risk returners)

- Mid-term Evaluations
- 5- and 13-Week Academic Services Office Initiated Evaluations with Faculty
- General Academic Counseling
- Learning Strategies/Study Skills
- Academic Assistance with Team Travel
- Writing and Math Assistance
- Individual Success Plans (specific academic plans developed for at-risk student-athletes)
- Structured Learning Sessions (study teams, guided study)
- 10 Hour Study Options Program
- Individual and Group Tutoring
- Assistance with Accessing Technology (research and writing)
- Bohler Computer Lab
- Surface Go Tablet Computer
- Summer School Financial Aid Program
- Athletics Summer Bridge Program
- Degree Completion Financial Aid Program
- Academic Recognition Programs

## **AVAILABLE SERVICES**

### **New Student-Athlete Orientation**

#### **All University New Student Orientation**

All incoming students are required to participate in the university-wide Alive orientation process. The orientation programming includes an introduction to university resources, support programs, opportunities, as well as other academically minded programming. Alive programming takes place throughout the summer and at the beginning of fall and spring semesters.

### **New Student-Athlete Orientation**

New student-athletes must participate in a WSU athletics academic, career development, leadership advancement and community service orientation during the first semester of enrollment. The orientation will include a survey of existing University and departmental resources and tours of important University and athletic department student support resources and facilities.

### **General Academic Advising**

The academic services staff is available for advising by appointment and on a drop-in

basis. The advisors focus on class selection, major selection, tracking progress toward a degree, and developing graduation and career plans.

### **Assessment**

The academic services staff assesses the academic strengths and weaknesses of student-athletes using existing academic records and screening or assessment instruments. Any student-athlete with a documented learning disability or physical impairment will meet with an athletics department learning specialist to develop an Individual Success Plan (ISP) and for possible referral to other University resources.

### **Academic Assistance with Team Travel**

WSU Athletics follows the University guidelines for class absences, as approved by the Faculty Senate. The University recognizes team athletic trips as University-sponsored activities; therefore, instructors are requested not to penalize the student-athlete if an authorized Class Absence Request Form has been filed with the instructor one week prior to the absence. It is the student-athlete's responsibility to make up all work missed. We encourage student-athletes to turn in work or take tests before the absence.

### **Academic and Career Planning**

The academic services staff officially advises all incoming and undecided student-athletes. The staff provides advising for student-athletes to ensure that student-athletes understand University and NCAA requirements. Advising sessions also ensure that academic schedules meet NCAA Progress-to-Degree requirements. Athletics advisors focus on class selection, major selection, and tracking progress toward a chosen degree program, including the development of graduation plans with "time to graduate" as an important component. The academic services staff's responsibilities include fostering, assisting, and informing the student-athlete of their best academic options. All student-athletes certified in a major receive advising from athletics academic advisors in addition to that from their University advisor. Athletics

academic advisors provide pre- and post-advising support for certified student-athletes to ensure they understand University and NCAA requirements, and to ensure academic schedules are realistic and meet NCAA requirements.

### **FAST Start Program**

To reinforce the importance of studying all sixteen weeks of the semester, targeted student-athletes are expected to attend the FAST Start planning session the second week of the semester. FAST Start workshops are planning sessions organized and facilitated by the athletics department's learning specialist. During FAST Start students receive assistance with organizing their syllabi in their binder, completing their semester time management calendar and reviewing the academic planner, a quick review of college study skills with easy-to-use instructions and ideas for study skill development. This academic planner is included in the binder and can be used by the academic advisor and student-athlete throughout the weekly meeting process.

### **Proactive Weekly Monitoring**

The academic services staff meets weekly with high risk, moderate risk, and advisor exception student-athletes to provide a structured academic support program and to track academic progress in each class. The academic advisor assists the student-athlete with time management, goal setting, study skills, and learning strategies. Advisors work closely with the University faculty to monitor grades and class attendance. The staff also communicates with the student's faculty to provide assistance with rescheduling or making up class assignments and exams missed due to team travel. Proactive weekly monitoring improves communication among the academic advisors, student-athletes, coaches, faculty advisors, and instructors. New student-athletes may be assigned to a Peer Academic Counselor (PAC) for their weekly meeting.

### **Peer Academic Counseling (PAC) Program**

The PAC program is a peer mentoring program designed to assist new student-

athletes with their transition from high school or junior college to a Division I institution. Peer counselors give the new student-athletes a contact person on a weekly basis to share accomplishments and challenges. Peer academic counselors emphasize time management, balancing athletics and academic commitments, keys to success, and accessing department and University resources. Peer counselors may also assist student-athletes with learning strategies, writing and research skills, and maintaining successful interaction with professors.

PAC counselors are typically current or former student-athletes—successful sophomores, juniors, seniors, or graduate students with a wealth of knowledge about how to succeed at WSU. Peer counselors can receive credit from the Psychology or Sport Management departments, fulfill internship hours for the Athletics Department's Degree Completion Program, or simply volunteer their time.

### **5-8-13 Week Monitoring Programs**

**Week 8 Evaluations.** The University reports midterm grades for all students in week eight of the term. Coaches and academic advisors receive copies of each returned evaluation and a summary of all reports for each student-athlete. The midterm report assists the academic staff and coaches in providing immediate intervention and reinforcement at a point in the semester when the student-athletes still have an opportunity to raise their grade. The goal is to provide access to institutional support services as early as possible in the semester.

**5- and 13-Week Evaluations.** The academic services office initiates a web based request to each professor/instructor of all "high risk" student-athletes in the fifth and thirteenth week of each semester. This monitoring system improves communication among the faculty, athletics advising staff, student-athletes and coaches. Academic advisors working with moderate risk and new student-athletes will utilize the 5- and 13-week evaluations if individual

performance and specific circumstances necessitate.

### **Schedule Review and Monitoring of Degree Progress**

The academic services unit monitors student-athletes' degree progress specifically by reviewing every student-athlete's academic schedule each term (both walk-on and scholarship student athletes). This process allows the advising staff the ability to track potential eligibility issues as well as major interests and/or changes. This review process is an invaluable resource for all our student-athletes as it ensures that all course work taken is applicable towards their chosen degree program. This review process also allows the academic advising staff the opportunity to evaluate potential academic and athletic balance issues as well as preventable time conflicts. Lastly this review process aids in our student-athletes' academic experience as it affords the academic services unit the opportunity to counsel and/or refer student-athletes to the appropriate university resources when necessary.

### **Academic Services Staff**

Washington State University Athletics has been, and continues to be, committed to the overall development and success of all its student-athletes. The academic services unit works to guide and assist our student-athlete population as they work toward their respective academic degrees and post-college goals.

### **Learning Strategies/Study Skills**

Student-athletes, based on objective assessments, may need to improve academic skills such as vocabulary development, textbook use, reading comprehension, concentration skills, time management, memory skills, note taking, grammar and sentence structure, and general writing. The athletics department learning specialists and academic advisors work individually and in small groups to meet the needs of these students.

### **Services for Student-Athletes With Special Needs**

Any student-athlete with a documented learning disability or physical impairment will meet with an athletics department learning specialist to develop an Individual Success Plan (ISP) and for possible referral to available university resources. A learning specialist works closely with the Access Center staff and the student-athlete's academic advisor to ensure the student's specific academic needs are being met. The assistant director of athletics for academic services and the learning specialist will monitor implementation, evaluation, and completion of each plan.

The University Access Center assists students who have documented learning disabilities seek appropriate accommodations from their instructors (e.g., extra time to complete exams, an isolated environment during testing, and assistance with note taking). This service is available to all students on campus, including student-athletes.

### **Individual Tutoring**

All current student-athletes have access to tutoring opportunities during the academic year and summer sessions. Students are encouraged to meet weekly with tutors to enhance their performance in challenging courses and to maximize academic success. Individual one-on-one tutors are recruited, trained, scheduled, and evaluated through the Academic Services Office. The student-athlete tutoring program is certified by the College Reading and Learning Association (CRLA). Tutors are trained, evaluated, and monitored according to CRLA guidelines. Student-athletes are also encouraged to access the many individual tutoring opportunities available in academic departments and residence halls throughout campus.

### **Group Tutorials**

The athletics department offers group tutorials for several general education courses each semester. These strategy and content driven sessions are coordinated by the athletics department's assistant director of athletics for academic services, coordinator of tutoring services, and facilitated by the athletics department's academic intern or academic advisors, senior-level students, or teaching assistants. The facilitators are recruited, hired, and supervised by the coordinator of tutoring services.

### **Guided Study**

The tutor coordinator and tutoring intern facilitate and schedule guided study teams each semester. Guided study facilitators are upper class or graduate-level students, or academic advisors, who have been trained in study skill instruction and/or writing skills. Guided study facilitators provide a monitored, structured study session for small (three-four student-athletes), targeted groups of student-athletes organized by academic subject area or specific course. Guided study teams provide a weekly focused time of subject review, as well as provide an opportunity to develop and reinforce study skills with special emphasis placed on practical application of those skills specific to the subject matter of the individual study team. With the acquired learning strategies, students will be able to meet as a study group throughout the semester in addition to studying independently in preparation for exams, quizzes, and projects. Guided study teams are available for all student-athletes.

### **Ten-Hour Study Options Program**

The study options program is a required ten hour per week study program for incoming student-athletes and struggling returners. The intent is to provide a positive structured learning environment that allows student-athletes the opportunity to determine their most beneficial type of assistance.

Almost any structured, monitored study session will help complete the ten hour requirement. Examples include: tutoring, Professor/TA meetings, class study sessions, guided study teams, work done in the ARC structured by the lab monitor, work done during guided study structured by a facilitator.

Structured study sessions may take place in the Bohler Athletic Complex or the PEB Academic Center either during daytime hours or in the evenings and are monitored by the tutoring and guided study coordinator, academic intern, academic advisors, ARC assistants, tutor, or guided study facilitators. Facilitators serve as "learning strategy tutors" and assist students with study skills, writing and research skills, and learning strategies across all content areas.

Head coaches have the option of requiring additional scheduled study sessions each week, monitored by the academic services staff (i.e., football and basketball). Coaching staffs may also monitor their own team's study hours at other facilities.

### **Examination Proctoring on Team Trips: Policy and Procedures**

Academic services is committed to providing professors and student-athletes clear and consistent policies regarding the proctoring of exams. We are dedicated to maintaining academic integrity while proctoring exams for student-athletes. The policies and procedures detailed below are designed to achieve that goal.

### **Proctoring Polices**

In all cases, the preferred option is for the student-athlete to work directly with their professor to make-up the exam on campus, before or after the travel conflict. If possible, the professor or his teaching assistant will proctor the exam in his/her department.

### Student-Athlete Responsibilities

- Student-athletes are responsible for checking their class syllabi to see if they have exam conflict prior to competition travel.
- Student-athletes are expected to inform their professor AT LEAST one week in advance if they will miss an exam due to travel.
- If the professor requests a proctor on the road or on campus, student-athletes are expected to contact their team academic advisor to facilitate the proctoring of the exam.

If the professor requests a proctor for the exam, the team academic advisor will work to obtain the exam. A designated and trained proctor will then proctor the exam while strictly adhering to any guidelines provided by the professor. Staff members will be required to complete a proctor training and sign a contract prior to proctoring any exam.

### Proctoring Procedures

Once a professor requests a proctor, the following guidelines will be followed:

### Obtaining Test Materials

- A trained WSU staff member will be designated as a proctor by the assistant athletic director of academic services or the assistant director of learning services.
- If the professor would prefer to have someone other than the full-time designated staff member proctor the exam, the team academic advisor will assist the professor in contacting an academic professional at the host institution who agrees to proctor the exam
- The team academic advisor will work with the professor to obtain the exam and coordinate any arrangements regarding the time and date of the exam.
- The team academic advisor will then fill out the proctor agreement coversheet including all exam instructions outlined by the professor.

- The team academic advisor will provide the proctor with the exam, a copy of the student-athlete/proctor agreement, and an envelope in which to return the exam.

### Administering the Exam

Student-Athlete Responsibilities:

- The student-athlete is responsible for having all required materials to take the exam such as pen, pencil, blue book, scantron, calculator, etc.
- The student-athlete will sign the student-athlete/proctor agreement provided in the exam envelope.
- The student-athlete will not leave the testing area without the approval of the proctor.
- The student-athlete will not remove the exam from the testing area for any reason.
- The student-athlete will adhere to any additional requests from the proctor such as removing hats and hoods, providing photo ID, etc.

Proctor Responsibilities:

- The proctor will sign the student-athlete/proctor agreement provided in the exam envelope and instruct the student-athlete to do so as well.
- The proctor will follow all professor instructions as indicated on the included student-athlete/proctor agreement.
- The proctor will not reveal the contents of the exam to anyone prior to administering the exam.
- The proctor will not answer any questions regarding the contents of the exam under any circumstances. This applies before, during, and after the exam.
- The proctor will not change any answers to the exam or tell the student-athlete to do so.

- The proctor will provide an appropriate, distraction-free environment for the student-athlete to take the exam.
- The proctor will actively observe the student-athlete for the entire exam.
- The proctor will time the exam and ensure the exam does not exceed the allotted time designated by the professor.
- The proctor will place the exam and the completed student-athlete/proctor agreement in the provided envelope. They will seal the envelope and sign across the seal.
- In the event the proctor observes any evidence of student misconduct or violations of academic integrity, the proctor will stop the exam and report the incident to the team academic advisor.

### Returning the Exam

- Upon the team's return (or earlier per professor instructions) the proctor will return the exam to the team academic advisor.
- The team academic advisor will assist in returning the exam to the professor per their instructions.
- A copy of the signed student-athlete/proctor agreement will be placed in the student's file. It will be available to the professor upon request.

## **ACADEMIC INTEGRITY**

The Washington State University Athletics Department holds academic integrity in the upmost importance and is dedicated to following the guidelines laid out by the university. To this end, all proctors will be trained in the above policies prior to proctoring any exam. If there are any questions or concerns regarding the above policies, please contact the assistant athletic director for academic services.

Any proctor or student-athlete that is found to have acted in violation of the above policies will be required to meet with the senior associate director of athletics for compliance and academic services. In

addition, the incident may be reported to the instructor and/or student conduct.

### **WSU Academic Integrity Policy**

Academic integrity is the cornerstone of higher education. As such, all members of the university community share responsibility for maintaining and promoting the principles of integrity in all activities, including academic integrity and honest scholarship. Academic integrity will be strongly enforced. Students who violate WSU's Academic Integrity Policy (identified in Washington Administrative Code (WAC) 504-26-010(3) and-404) will receive academic sanctions, will not have the option to withdraw from the course pending an appeal and will be reported to the Office of Student Conduct.

Cheating includes, but is not limited to, plagiarism and unauthorized collaboration as defined in the Standards of Conduct for Students (WAC 504-26-010(3)). Students need to read and understand all the definitions of cheating. If students have any questions about what is and is not allowed in any particular course, they should ask the course instructor before proceeding.

If a student wishes to appeal a faculty member's decision relating to academic integrity, visit [conduct.wsu.edu](http://conduct.wsu.edu) to find the appropriate forms.

## **BOHLER COMPUTER LAB—ACADEMIC RESOURCE CENTER**

The Academic Resource Center (ARC), located in Bohler Athletic Complex Room 290, is equipped with desktop computers for use by student-athletes. Each student-athlete is provided with a personal account for this facility. The ARC is staffed with trained facilitators who provide writing and research assistance, and help students with learning through technology, while reinforcing a positive, disciplined learning environment. Additional workstations are available in Bohler 288, 286, the Cougar Football Complex and the Academic Center, PEB 104.

### **Academic Resource Center Policies**

- Student-athletes on an active roster are eligible to use the ARC.
- Student trainers/managers/assistants and degree completion students may also use the ARC when space is available (i.e., non-peak hours).
- Scholarship student-athletes who quit or are cut from their team may access the ARC through the term of their athletics financial aid.
- Academic related work is given priority at all times.
- From **6:00 pm-9:00 pm**, academic related work only in the ARC (no personal e-mail or recreational web use).
- Limited food or drink in lab area
- No games
- The lab is a learning environment. Be respectful of those around you.
  - Responsible cell phone usage
  - Music in headphones only
  - Quiet talking only
  - Responsible use of Internet and e-mail
  - Responsible use of printing privileges
  - Printers can only be used for academic purposes, not for personal/recreational use or as a copy machine.
- **Internet/e-mail:** Absolutely no harassing, pornographic, obscene, or inappropriate use of Internet resources will be tolerated.
- **Follow directions of lab monitor/ARC supervisor.**
- Follow lab procedures (i.e., procedure to turn on/off, time limitations, proper use of hardware/software, netbook check out, closing times, etc.).
- Academic Resource Center users will adhere to the policies of Washington State University.
  - No illegal copying of software or data.
  - Do not modify or attempt to damage software, databases, records, or equipment.
  - Do not invade the privacy of others by electronic means.

- No harassing or abusing others via electronic means.
- Do not use facilities for commission of a crime.
- Do not use other individual's accounts/identity.
- The ARC employs an internet filtering system that monitors inappropriate sites.

### **Other Computer Labs**

- SCS Labs (Student Computing Services several locations on campus): IBM or Macintosh computers, Microsoft software, Internet access, multi-media, e-mail, major-specific software, library resource, training sessions, and lab monitor assistance. Contact the Academic Resource Center Coordinator at Bohler Athletic Complex 290 to set up an account. The Athletics Department provides access to these computer labs at no charge for student-athletes.
- Academic Resource Center: Additional ARC networked computers are available in the Academic Center, PEB 104.

### **COUGAR ATHLETICS SURFACE GO PROGRAM GUIDELINES**

#### **Purpose**

The Cougar Athletics Surface Program is designed to meet technical needs of student-athletes in the areas of academics, athletics, and personal.

#### **Distribution Plan**

The academic services staff, in conjunction with the athletics department information technology staff, will order and distribute Surface computers; select and download appropriate academic applications; as well as follow-up with reports of illegal, inappropriate and/or unprofessional use of this technology.

## **Hardware**

Microsoft Surface Go

## **Budget**

Student-Athlete Assistance Fund

## **Who Receives a Surface**

All varsity student-athletes listed on their team's Daily Eligibility Report and eligible practice on the first day of each semester to receive a tablet. (If in a grace period, the tablet will be distributed after becoming eligible). If non-scholarship student-athletes are added to their team's roster after the first day of the semester, those student-athletes will receive a tablet the first week of the following semester. Student-athletes receive one tablet during their WSU athletics career.

**When will Surfaces Be Distributed** Tablets are distributed to student-athletes no later than the end of the second week of the semester (distributed at the following times: Summer New Student-Athlete Bridge Program, Fall Preseason Training Camp, or by the end of the second week of the semester).

**Where Will Surfaces be Distributed** The academic services staff will distribute the Surface Go's during a scheduled team meeting or academic orientation. Student-athletes sign their tablet agreement, receive an overview of the available applications, and practice appropriate navigation skills.

## **Ownership and Return Policy**

- Once distributed to student-athletes and the agreement is signed, the student-athletes own their Surface Go.
- Per NCAA rules student-athletes cannot sell the device for any amount.
- If stolen, the Surface will be replaced only if a police report has been filed immediately after the theft and a copy of the police report can be provided to the academic services Staff.
- Any broken or lost Surfaces will be the responsibility of the student-athlete.
- If student-athletes are cut or quit within their first semester on their team, the student-athletes' student account will be billed for the full value of the device.

# **Awards and Recognition**

## **ACADEMIC RECOGNITION**

The Athletic Department nominates as many qualified student-athletes as possible for academic awards, leadership awards, conference academic, and scholarships presented to groups outside the University.

### **WSU Athletics Academic Recognition**

- **Student-Athlete of the Month:** This is an academic focused award that is selected by academic services once per month. The criteria focuses on current student-athletes who follow a non-traditional or unusual academic plan with preference given to upper classman or student-athletes who are certified into their major program.
- **Focus will also be on student-athletes who are in their sport season.** Potential nominating criteria include: terrific GPA, majors, Honors College, at WSU for a least two semesters, SAAC involvement, PAC counselor, tutoring, outstanding internship or practicum experience, community service and general civic engagement.
- **Two Semester All-Academic Team:** Student-athletes are recognized for earning a minimum 24 credits with a minimum 3.00 GPA average during the previous spring and fall semester or maintain a 3.0 or higher cumulative GPA. Students receive award gear with the "Scholar Student-Athlete" logo.

- **Freshmen/Transfer All-Academic Team:** Freshmen and first semester transfers are recognized for earning a minimum of 12 credits with at least a 3.0 semester GPA in the first semester at WSU. Students receive award gear with the “Scholar Student-Athlete” logo.
- **Athletic Director’s Star Performance Award:** Each semester, student-athletes who have less than a 2.70 cumulative GPA and earn at least a 2.50 semester GPA, with their semester GPA being at least a quarter of a grade point higher than their cumulative GPA, while passing 12 or more credits, are recognized as star performers.
- **Glenn Academic Award:** The Glenn plaque is awarded each semester to the WSU athletic team with the highest team average semester GPA.
- **Seehafer Academic Award:** The Seehafer plaque is awarded each semester to the WSU athletic team showing the greatest academic improvement in semester GPA or the team that shows the greatest effort in achieving their academic goals.

Team and individual student-athlete academic honors are recognized in the semester highlights and posted on the award board outside Bohler Athletic Complex 285.

### **Senior Student-Athlete Luncheon Awards**

- **Senior Excellence in Academics Award:** Student-athletes are recognized for their academic careers at WSU. Athletics recognizes seniors who earn a minimum of 60 credits with at least a 3.50 cumulative GPA, have been members of the WSU Athletics All-Academic Team each semester,

enrolled at WSU for at least two years as a student-athlete, exhausted eligibility, and excelled in their degree program and sport.

- **Cougar Pride Academic Salute:** This award is presented to one male and one female senior student-athlete who has over a 3.00 cumulative GPA and has excelled both academically and athletically is presented with the Cougar Pride Academic Salute award. This is WSU’s exceptional senior student-athlete who represents excellence in athletics, academics and personal qualities
- **Athletic Director’s Star Performer Award:** This award recognizes one male and one female senior student-athlete who best reflects a commitment to academic improvement leading to successful completion of their degree. The recipients must have received at least one semester Star Performer Award during their WSU Athletics career, be graduating during the year they exhaust their eligibility and demonstrate academic perseverance.
- **Steve Gleason Community Service Award:** Student-Athlete Development recognizes senior student-athletes for their strong citizenship skills and commitment to service in the community and campus throughout their career as a WSU student.
- **Cougar Athletics Leadership Award:** This award is presented to the senior student-athletes who have impacted positive change within their sport, the athletics department, Washington State campus, at the conference or national level, as well as the greater Pullman community. The recipients of this award have been consistent voices while representing the student-athlete experience at WSU and have demonstrated personal growth and development through active participation in student-athlete development programming such as

SAAC, PAC, leadership and mentoring programs and community engagement activities.

- **Damien Ficek Athletic Training Award:** The Athletic Training staff selects one male and one female student-athlete who is humble, hard working in the training room and has overcome physical and/or other personal challenges to succeed as a student-athlete at WSU.
- **Oviatt-Lang Cougar Strength and Conditioning Award:** This award is presented to one senior male and one senior female student-athlete who possess an exceptional attitude toward the process of training, are accountable to their workout, show leadership by example, apply their work ethic every day and show an overall improvement in weight, strength, power, conditioning and flexibility.
- **Student-Athlete Advisory Committee True Cougar Award:** SAAC selects one female and one male senior student-athlete who started their WSU career as a non-scholarship student-athlete and who subsequently earned their way to a scholarship. These individuals represent, to all student-athletes, the definition of leadership, commitment to athletic excellence, and above all else, Cougar Pride.
- **Beulah M. Blankenship Outstanding Student-Athlete Award:** One male and one female senior student-athlete is selected for this award to acknowledge their personal achievements as a student-athlete of Washington State, and for their contributions of the highest values of athletic expression through sportsmanship, dedication and positive regard for others.

## **Pac-12 Conference Academic Recognition**

- **Pac-12 Conference All-Academic Teams:** athletic communications staff forwards nominees to the Pac-12 Conference Office. Nominated student-athletes must be a significant contributor, have been at the institution at least one year and maintain a 3.00 or higher cumulative GPA.
- **Pac-12 Leadership Award:** the conference established this award to recognize student-athletes who have served on their institutional Student-Athlete Advisory Committees (SAAC) and demonstrate leadership. The Pac-12 Conference Student-Athlete Advisory Committee, which is composed of representatives from each member institution, selects the winners of the award each year from nominations submitted by each campus SAAC. A \$3,000 scholarship for postgraduate study awarded to one male and one female student-athlete each year.
- **Pac-12 Conference SAAC Representatives:** Student-athletes are nominated by staff, coaches, or Student-Athlete Advisory Committee (SAAC) to attend the Pac 12 SAAC Forum each fall and spring. Student-athletes are selected by SAAC and the athletics administration based on the students support for SAAC, leadership skills, and availability to attend.
- **Pac-12 Woman of the Year:** this award honors graduating student-athletes who have distinguished themselves throughout their collegiate careers in the areas of academic achievement, athletics excellence, community service and leadership. Winners of the Conference Woman of the Year award go on to be nominated for NCAA Woman of the Year.

- **Pac-12 Scholar-Athletes of the Year:** a Scholar-Athlete of the Year will be named in each of the Pac-12's 23 sponsored sports. The nomination criteria are: senior (in athletics eligibility) on track to receive a degree; cumulative grade point average of 3.0 or higher; participation in at least 50% of the scheduled contest in the sport; and minimum of one year in residence at the institution.
- **Pac-12 Sportsmanship Award:** this award is selected by members of the Pac-12 Student-Athlete Advisory Council (SAAC) and is based on good sportsmanship and ethical behavior in participation of intercollegiate athletics, as well as a demonstration of good citizenship outside of the sports-competition setting. Nominees must have demonstrated the values of respect and integrity through a specific action, ideally directed toward an opponent. The student-athlete must have consistently demonstrated the values of respect and integrity in his or her daily participation in intercollegiate athletics.
- **Tom Hansen Medal:** a conference medal is awarded annually to each member institution's outstanding senior male and female student-athlete based on the exhibition of the greatest combination of performance and achievement in scholarship, athletics, and leadership. In 2009, the conference renamed the award the Tom Hansen Conference Medal in honor of Hansen, who retired at the end of June 2009 after serving for 26 years as commissioner of the conference.

- **Pac-12 Postgraduate Scholarship Program:** In 1999, the Conference created a postgraduate scholarship program to honor outstanding student-athletes from its member institutions who also are outstanding scholars. Each year, the Conference awards 24 scholarships of \$9,000 each to student-athletes who have excelled academically and athletically and have completed their intercollegiate athletics eligibility. Each Pac-12 institution selects two student-athlete recipients, one man and one woman, through its institutional selection process.

### **NCAA Awards and Recognition**

- **NCAA Postgraduate Scholarship Program:** Awarded to those student-athletes who have excelled academically and athletically and who are in their final year of intercollegiate athletics competition. \$10,000 one time award. **Application deadline:** Fall sports—January; Winter sports—April; Spring sports—June.
- **Walter Byers Graduate Scholarship Program:** Awarded by the NCAA to one male and one female student-athlete annually in recognition of outstanding academic achievement and potential for success in graduate study. Must have a 3.5 or higher cum GPA. \$24,000 stipend, one time award. **Application deadline:** mid-January
- **NCAA Ethnic Minority and Women's Enhancement Graduate Scholarship:** The goal of this program is to increase the pool of and opportunities for qualified minority and female candidates in intercollegiate athletics. The program offers 13 postgraduate scholarships and 13 internships at the NCAA national office. Candidates must be accepted into a sports administration or related program. \$10,000 one-time award. Internships are for one year. **Application deadline: February**

- **NCAA Student-Athlete Leadership Forum:** Student-athlete nominations are submitted to the Pac-12 Conference office. The conference office selects two student-athletes from among the nominees and a conference administrator to attend the forum. The forum is a unique educational opportunity that requires diversity and inclusion. Consideration for selecting leadership forum participants should be given to student-athletes with a diverse representation of experiences and those that have a positive influence on campus and within the community.

District and National Academic Recognition Academic services staff in conjunction with athletic communication staff forward nominees to the appropriate organization. The student-athletes must be a significant contributor and maintain a 3.00 or higher cumulative GPA.

Team and individual student-athlete academic honors are recognized in the department's press releases, on wsucougars.com, via social media and is posted on the awards board outside Bohler Athletic Complex 285.

- **WSU President's Leadership Award:** Students are recognized for their excellence in leadership and service at WSU. Students submit application with appropriate letters of reference from athletic staff. The University's President's Award Selection Committee will notify students of their selection.
- **Division IA FAR Academic Achievement Award:** Student-athletes are nominated by the Faculty Athletics Representative based on the following criteria: 1) awarded a Bachelor's degree in the previous year with a cumulative GPA of a 3.80 or above upon graduation, and 2) participated in at least two years of intercollegiate athletics at a Football Bowl Subdivision (FBS) institution in a sport sponsored by an FBS conference.

## ATHLETICS LETTER

### Criteria for Earning a Varsity Letter

#### Award

Award criteria is established by head coach and director of athletics. See your team handbook for letter awarding criteria.

#### Award System

A student-athlete must participate in at least one varsity competition and meet additional criteria required by the head coach to earn a varsity letter award at Washington State University. Student-athletes earn a Gray W for their first letter award, and then may choose their preferred item in subsequent years.

- **First Varsity Letter Award—GRAY W (Choice of Sweater, Cardigan, Jacket)** Earns first varsity letter award.
- **Second Letter Award—Choice of Sweater, Cardigan, Jacket, Watch** Earns second varsity letter award.
- **Third Varsity Letter Award— Choice of Sweater, Cardigan, Jacket, Watch, Ring** Earns third varsity letter award.
- **Fourth Letter Award—Plaque** Earns fourth varsity letter award.
- **Graduation Award—Blanket** Earns two varsity letter awards, completes eligibility, and graduates from Washington State University.
- Transfer student-athletes will receive an award based on the number of varsity letter awards received at WSU or at coach's discretion based on team contributions (awards to begin no higher than second letter award).
- Conference team championships will receive watches inscribed with sport and WSU logo
- Teams and individuals participating in NCAA championships will receive an appropriate memento in accordance with NCAA rules and WSU guidelines
- NCAA team and individual champions will receive appropriate rings.

- Each athletic team may have recognition awards at the discretion of the head coach and in accordance with NCAA rules.
- Special requests must be submitted to the senior associate athletics director/SWA and will be considered by the senior staff.

### **Procedure**

At the conclusion of the sport season, the coach will verify with the awards coordinator that the student-athlete has met the criteria for lettering and award to be received. When completed, the coach will notify the student-athletes to contact the equipment room staff in Bohler Athletic Complex B50 to be measured for that year's award. Student-athletes will be notified by the equipment room when their award is in and can be picked up.

- If an award is not picked up, the equipment room staff will notify the head coach at the end of the academic year. The head coach will be responsible for notifying the student-athlete to pick up their award at the start of the next academic year.
- If a student-athlete has completed their eligibility and will not be returning to WSU, they will complete a form with a forwarding address. The equipment room staff will mail the letter award and/or graduation award to them.

## **Degree Advancement Programs**

### **DEGREE COMPLETION - SUMMER SCHOOL**

The goal of WSU funded summer school is to enhance progress toward a degree at Washington State University. Summer registration will open up around the first week in March and student-athletes can work with both campus and team advisors to select applicable coursework.

**NOTE:** If a student-athlete quits his/her team with the intent to transfer to another institution or if his/her scholarship will not be renewed for the upcoming year, the summer school financial aid agreement may become null and void immediately.

### **NCAA Criteria**

- In order to be considered for summer school financial aid, a student-athlete must have been in residence at least one term of the regular academic year and must have received athletically-related financial aid.

- Summer school financial aid may be awarded only in proportion to the amount of athletically-related financial aid received during the previous academic year.
- Summer school financial aid can be awarded only for WSU-Pullman or WSU Online enrolled course work.

### **WSU Athletics Criteria**

- Award of summer school financial aid will be determined by the Academic Services staff based on the best academic plan for graduation for each student-athlete. The senior associate director of athletics will make all final decisions regarding summer aid.
- Requests for aid if required to be off-campus for internship credits or WSU online credits will be evaluated on an individual basis. If off-campus internship hours or online courses are approved, aid may only include

tuition and required books. Requests for exceptions may be submitted to the senior associate director of athletics.

- Maximum of two summer course may be funded with any additional coursework needing approval from the Senior Associate Director of Athletics (equivalent student-athletes will be funded for proportionate amount).
- Full scholarship student-athletes will receive a stipend providing they are enrolled in at least six weeks of summer coursework (equivalent student-athletes will be funded for proportionate amount).

### **Options for Student-Athletes not Receiving Athletics Summer School Aid**

- Attend WSU and be responsible for paying for summer course work. Apply for federal financial aid or loan.
- Attend summer school at a university or community college away from WSU. Approval for all off campus transfer course work is strongly recommended to ensure appropriate course articulation.

### **Failure to Meet Summer School Contractual Agreement**

Once summer athletics aid is authorized, student-athletes must attend class, access services if noted in the contract, and work to earn “C” and above grade. If this expectation is not met, aid may be stopped immediately and may be terminated for the remainder of the summer. Additionally, the athletics department reserves the right to bill student-athletes for any “W’s” or “F’s” earned during the summer session.

### **DEGREE COMPLETION PROGRAM—EXHAUSTED ELIGIBILITY**

The purpose of the Degree Completion Program (DCP) is to assist scholarship student-athletes who need to complete the requirements for their degree program initiated while still competing. Degree completion applications are available for scholarship student-athletes and will need to meet with the senior associate director of athletics in Bohler Athletic Complex 285 for approval.

### **Criteria**

In order to be considered, a former student-athlete should:

- Be in good academic standing and continue to maintain good academic standing.
- Enroll in a minimum of 12-15 credit hours each semester of the award unless the degree requirements are less. No more than 18 hours can be taken in a semester at WSU expense.
- Complete the University Writing Portfolio (e.g., timed essay and portfolio papers turned into the writing office).
- Former student-athletes must have completed at least one year at WSU and earned at least 50% of their degree before leaving.
- Effective Aug. 1, 2019, legislation requires all member schools to provide degree completion assistance for former men’s and women’s basketball student-athletes which will cover tuition, fees and books. Former student-athletes may be eligible if they:
- Departed the institution and would have been academically eligible to compete had they returned (met all NCAA progress-toward-degree requirements);
- Departed the institution within the last 10 years;
- Received athletics aid while previously enrolled;
- Exhausted other degree completion funding options (e.g., NBA Tuition Reimbursement);
- Previously enrolled full-time for at least two years; Meet school’s admissions and financial aid requirements; and
- Have not attended another school full-time since departure.
- If the above criteria are not met, the student can speak with senior associate director of athletics for any exceptions.

### **Financial Assistance and Expectations**

- Degree completion financial aid will include tuition, books, and fees. Tuition is at a proportionate level to previous tuition award.
- Student-Athletes in the degree completion program may be assigned an internship in the athletics department.
- Aid will be approved from semester-to-semester on the basis of successful academic progress.
- Failure to complete the degree during the term of the award or earning “F”, “W”, or “I” in any class may result in cancellation of any future financial aid. Students would then assume all future financial obligations relative to their degree. Athletics also reserves the right to bill the student’s account for incomplete or failed course work.
- Students should not make any change to their schedule without receiving prior approval from the senior.

## **Student Assistance Fund**

The Student Assistance Fund (SAF) is intended to provide direct benefits to student-athletes or their families, as determined by conference offices. As a guiding principle, the fund shall be used to assist student-athletes in meeting financial needs that arise in conjunction with participation in intercollegiate athletics, enrollment in an academic curriculum or that recognize academic achievement. Accordingly, receipt of SAF monies shall not be included in determining the permissible amount of financial aid that a member institution may award to a student-athlete. It is encouraged that preference for the SAF continue to be given to those student-athletes who display a financial need for assistance. Further, inasmuch as the fund is designed to provide direct benefits to student-athletes, the fund is not intended to be used to replace existing budget items.

All student-athletes, including international, are eligible to receive SAF benefits, regardless of whether they are grant-in-aid recipients, have demonstrated need or have either exhausted eligibility or no longer participate due to medical reasons. Participants on non-NCAA sponsored sport teams are not eligible to receive student assistance funds.

Except for prospective student-athletes receiving summer financial aid prior to full-time enrollment pursuant to NCAA Bylaw

15.2.8.1.4, no prospective student-athlete shall be eligible to receive SAF funds.

The following are restrictions on the use of the funds:

- Salaries and benefits
- Grants-in-aid (other than summer school) for student-athletes with remaining eligibility
- Capital improvements
- Stipends
- Athletic development opportunities
- Fees or other expenses associated with a student-athlete’s participation in a sports camp or clinic
- Fees and other expenses associated with private sports-related instruction provided to a student athlete
- Fees for other athletic development experiences (e.g. greens fees, batting cage rental)
- Expenses association with a student-athlete’s participation in a foreign tour.

### **WSU Student Assistance Fund Uses and Purposes**

Washington State routinely supports the tablet program, Academic Resource Center, international student-athletes’ health insurance, SAAC programming, summer bridge programming, extraordinary medical expenses, emergency travel, senior recognition luncheon, student-athlete development programming, graduate school testing fees and the special assistance fund.

The distribution of these funds is overseen by the SAF committee who meet to set policy, review the SAF budget, and approve any additional funding requests.

Coaches, administrators and student-athletes can make funding requests via an email to Thad Hathaway, senior associate director of athletics.

### **Special Assistance Fund**

The Special Assistance Fund is a subset of the Student Assistance Fund and administered through the SAF. According to the Department of Education, the special assistance fund must be included as a resource for financial aid purposes. In some cases, it may be necessary to adjust a student-athlete's financial aid package (loans) as a result of receiving the special assistance fund. Inquire with the office of student financial aid (335-7126) about if and how your package may be adjusted.

Student-athletes who qualify for the special assistance fund are eligible for funds in the following categories:

- Clothing and other essential expenses, including an airline ticket to your current home address.
- Emergency medical and dental expenses not covered by another insurance program, either institutional or personal.

- Travel expenses related to family emergencies for student-athletes.

The dollar amounts for clothing and other essential expenses will be determined at the start of each semester based on fund availability.

Funds for clothing and/or course supplies must be used within the first 10 weeks of classes during the academic year. Unused funds may not be carried over.

Access to the Special Assistance Fund is on a first-come, first-served basis.

### **Application Process:**

Applications for the special assistance fund are available in the athletics compliance office, Bohler Athletic Complex 285. International student-athletes will need to complete a needs analysis form, which is also available in the athletics compliance office. The athletics compliance office will forward your application request to the financial aid office to determine your eligibility for the fund. In order to determine if you qualify for this fund, contact the athletics compliance office one week after the submission of your application material. Remember all domestic applicants must complete a FAFSA to be considered for this fund.

## **WSU Regulations and Academic Rules**

University regulations, graduation requirements and reinstatement procedures can be found at the [office of the registrar's](#) website. It is important for each student-athlete to be familiar with these rules.

### **Credits**

- 1 credit = 1 hour of class per week
- Must be enrolled in a minimum of 12 credits to be considered full time
- Most academic classes are 3 credits (class with 2-3 hour lab = 4 credits)

- **Recommended study time:** minimum of 2 hours outside class for each hour in class

### **Graduation Requirements for a Four-Year Degree**

Rule 114

- Meet the University Common Requirements (UCOREs) for Graduation.
- Earn twice as many grade points as the number of hours enrolled in graded

course work, in this or any institution for which a grade has been received.

- Earn twice as many grade points in the major subject as the number of hours enrolled graded course work in that major.
- Complete any of the four-year programs.
- Complete the senior year under the direction of the college in which the degree is to be granted. If any portion of the final year's work is to be completed at another institution, advance approval must be obtained, in writing, from both the department chairperson and the dean of the college.
- Earn a minimum of 120 semester hours of credit, no more than 8 of which may be PEACT courses. (*At least 30 must be WSU hours; see Rule 6.*)
- Earn a minimum of 40 semester hours of credit in 300-400-level courses.
- The award of a degree is conditioned upon the student's satisfaction of all University graduation requirements.
- The award of a degree is conditioned upon the student's good standing in the university and satisfaction of all University graduation requirements.
- All outstanding incomplete work (including grades of I, X, and no/blank grade) must be completed and posted to the official transcript prior to the conferral of the undergraduate or professional degree.

### **Academic Focus by Year**

**Freshmen (0-29 cr.).** Take math and English placement exams, schedule UCORE courses, complete math proficiency.

**Soph. (30-59 cr.).** Complete UCOREs, enroll in courses to explore career interests, certify major at the start or end of the 3<sup>rd</sup> semester of enrollment, complete foreign language deficiency, if applicable, by the 60th credit hour.

**Juniors (60-89 cr.).** Apply for degree after completing 90 credit hours. Focus on upper division classes and departmental requirements. Complete writing portfolio.

**Seniors (90+ cr.).** Work with department to confirm "To Do List" by January. Complete all courses listed on "To Do List." Complete

minimum of 120 credit hours with minimum 2.0 cumulative GPA. Order cap and gown. (Eighth and tenth semester seniors may be in a position to start graduate school or complete additional minors/second majors.)

### **"KEY" UNIVERSITY ACADEMIC RULES**

A complete list of all Washington State Academic Rules can be found at the Registrar's Office website ([www.registrar.wsu.edu](http://www.registrar.wsu.edu)).

#### **Repeat Courses**

##### **Rule 34**

Students may repeat a course in which they have received a grade of C- or below, a withdrawal (W), or when a course may be repeated for additional credit. Students may enroll more than once in the same course in any given term (fall, spring, or summer) provided that the particular periods of enrollment do not overlap and that other conditions for allowed repeats are met.

#### **Undergraduate Academic Deficiency**

Deficient student-athletes must contact the ASCC and their academic department advisor regarding reinstatement by the deadline date noted in the student-athlete's deficiency notice.

##### **Rule 35**

Washington State University expects students to maintain academic standards of excellence and make satisfactory academic progress toward their degree objectives. Undergraduate students are in good academic standing if both their current WSU semester and cumulative grade point averages are 2.00 or above, and/or they are eligible to be enrolled. Students not meeting the criteria above are considered academically deficient.

##### **Rule 38**

Undergraduate students whose semester (excluding summer session) or cumulative grade point average drops below a 2.0 for the first time must apply for reinstatement to continue their enrollment at Washington State University. Students are placed on probation after reinstatement. Certified majors on academic probation may be

decertified by the academic department. Do we need to add rule 38b?

#### Rule 39

Undergraduate students are dismissed from the University after the third semester (excluding summer session) in which the cumulative grade point average is below 2.0. Individuals who are dismissed from the University may not enroll in courses at WSU, including on-line and branch campus courses, for two full academic semesters. Dismissed individuals will also not be able to seek status as a 'non-degree seeking student.

#### Rule 40

Former students may seek reinstatement after two semesters by completing the academic reinstatement process. Former students petitioning for academic reinstatement must, as part of the reinstatement petition process, provide documentation that demonstrates potential for academic success at WSU. If seeking reinstatement after more than two semesters, former students must also apply for readmission to the University through the Office of Admissions. All academic coursework from other institutions completed during dismissed status must be documented and official transcripts submitted to the Office of Admissions.

#### Rule 41

An undergraduate student who has been reinstated after becoming deficient under Rule 38 or 39 will be on academic probation. The specific conditions of enrollment for students who are on official probation will be determined by the interviewer or Review Board. Students on probation who fail to comply with the conditions of their probationary enrollment will be dismissed from the University.

### **Certification of A Major**

#### Rule 53

The undergraduate major is the in-depth field of study leading to the degree and includes a set of core courses that has been approved by the academic unit offering the major, as well as the college, and the Faculty Senate. The major represents

approximately one-third of the credit hours required for the undergraduate degree, though some majors require a higher percentage of the total credit hours. While most majors lead to a degree that shares the same name, some majors lead to a degree with a broader title (e.g., an Accounting major leads to the Bachelor of Arts in Business Administration).

Certification requirements: Upon completion of 24 semester hours, and meeting department, program, or school certification requirements, a student may certify in an academic major with the approval of the appropriate academic department, program, or school, and upon notification to the Center for Advising and Career Development. Departments, programs, or schools may require additional criteria beyond the minimum 24 hours for certification and a grade point average higher than the minimum of 2.00. Typically, students with 60 or more semester hours should be certified into a major.

Consult the catalog for specific major and certification requirements.

### **Minor or Second Major**

#### Rule 54

An undergraduate or professional student who has completed 60 semester hours and is certified in a major may certify a minor or second major with the approval of the department offering the minor or second major. The student should consult with the department concerning hours and grade point requirements and an approved schedule of studies to meet such requirements. No student shall be required by their major to complete a minor, though the department may encourage students to complement the first major with a certificate, minor, or second major. Once requirements for the minor or second major are met and the student's first undergraduate degree has been conferred and posted to the transcript, the student's transcript will be updated to show these additional academic awards.

An undergraduate minor requires a minimum of 16 semester hours, 9 of which must be in upper-division work and taken in

residence at WSU or through WSU-approved education abroad or educational exchange courses.

A second major requires completion of departmental requirements for the major, exclusive of University Common Requirements (UCOREs). Note that second degrees have additional requirements. See Rule 118.

### **Dropping A Course**

#### **Rule 67**

A student may drop a course without record up to the end of the 30th day of the semester in which the course is offered or according to a prorated schedule for shorter academic terms.

### **Withdrawal From A Course**

#### **Rule 68**

A student may withdraw from a course after the 30th day of the regular term up through the end of the 13th week with these provisions:

- At the end of each term, the number of withdrawals will be counted for each student. Once four withdrawals have been used, no further withdrawals will be allowed in subsequent terms. Withdrawals that result from the cancellation of enrollment will not be counted.
- After the withdrawal limit is reached, a student may, in exceptional circumstances, submit a petition through the Registrar's Office for an exception to the withdrawal limit. See Rule 57.
- If a grade has been entered for a course, the grade may not be changed to a withdrawal without the instructor's consent.
- Withdrawals do not reduce tuition charges or the total official hours of enrollment.
- For academic calendars that vary from the regular 15-week term, a prorated schedule will be used to determine the withdrawal deadline.
- The grade shall be marked W, and payment of the service fee shall be mandatory.

### **Class Attendance During the First Week to Ensure Enrollment**

#### **Rule 72**

Students who have not attended class and laboratory meetings during the first week of the semester may be dropped from the course by the department. Students should not assume that they have been dropped without verification from the department or Registrar's Office.

Students who believe that they have extenuating circumstances which prevent their attendance during the first week should notify the Dean of Students or Student Services. That office will notify instructors of the absence and the reason for it. Instructors shall determine whether to accept the excuse, waive the absence, and permit make-up work.

### **Absences**

#### **Rule 73**

Absences impede a student's academic progress and should be avoided.

**UNIVERSITY SPONSORED.** Any student who is required to participate in off-campus, university-sponsored activities such as field trips, musical performances, judging teams, intercollegiate athletic events, etc., should obtain an official Class Absence Request form from the faculty or staff member supervising the off-campus activity. The form must contain specific information concerning the activity and date, be signed by the supervising faculty or staff member, and be submitted by the student at least one week in advance to the individual instructors of the student's classes. It is requested that a student not be penalized for absence from class provided a properly signed Class Absence Request form has been filed with the instructor prior to the absence. These university sponsored absences are subject to an instructor's attendance policy and are not intended to imply additional acceptable absences. In all instances, it is the student's responsibility to make up all work missed. Problem cases should follow the Academic Complaint Procedures, Rule 104.

## **Grades and Grade Points**

### Rule 90

Washington State University uses letter grades and the four (4) point maximum grading scale. The grade A is the highest possible grade, and grades below D are considered failing. Plus (+) or minus (-) symbols are used to indicate grades that fall above or below the letter grades, but grades of A+ and D- are not used. For purposes of calculating grade points and averages, the plus (+) is equal to .3 and minus (-) equals .7 (e.g., a grade B+ is equivalent to 3.3 and A- is 3.7). A student's work is normally rated in accordance with the following definitions:

#### 90a

A. Student work demonstrates consistently excellent scholastic performance; thorough comprehension; ability to correlate the material with other ideas, to communicate and to deal effectively with course concepts and new material; reliability in attendance and attention to assignments.

#### 90b.

B. Student work demonstrates superior scholastic performance overall, reliability in attendance, and attention to assignments; may demonstrate excellence but be less consistent than the work of an A student.

#### 90c.

C. Student work demonstrates satisfactory performance overall, as well as reliability in attendance, and attention to assignments.

#### 90d.

D. Student work demonstrates minimal, barely passing performance overall; limited knowledge of subject matter.

#### 90e.

F. Student work demonstrates unsatisfactory performance and comprehension or unfulfilled requirements. The grade is failing.

#### 90f.

S. (Satisfactory) Grade given upon satisfactory completion of courses numbered 499, 600, 700, 702, 800, special examinations (Rule 15) and other courses duly authorized for S, F grading by the

Faculty Senate. (Courses approved for S, F grading are footnoted in the Schedules of Classes.) Courses approved for S, F grading may also be graded S at midsemester indicating satisfactory progress. A, S, or F grades only are used to report physical education activity grades. S, M (marginally satisfactory), or F grades only are used to report grades for designated courses within the College of Veterinary Medicine. H (honors), S, or F grades only are used to report grades for designated courses within the College of Pharmacy.

#### 90g.

P. (Passing) A satisfactory grade for a course taken under the pass, fail Grading Option. Instructors will turn in regular letter grades for all students enrolled in courses under the pass, fail option but grades will appear on the student's permanent record as P (Passing) or F (Failure).

#### 90h.

I. (Incomplete) An incomplete is the term used to indicate that a grade has been deferred. It is for students who for reasons beyond their control are unable to complete their work on time. All outstanding incomplete work (including grades of I, X, and blank/no grade) must be completed and posted to the official transcript prior to the conferral of the degree. It is strongly recommended that students who are granted an Incomplete limit their total number of credits to 18 credits (including credits for the Incomplete course and any new courses) during the semester when they are finishing an Incomplete. Students who receive an I grade have up to the end of the ensuing year to complete the course, unless a shorter interval is specified by the instructor. If the incomplete is not made up during the specified time or the student repeats the course, the I is changed to an F. (See Rule 34.) Faculty are required to submit an Incomplete Grade Report (IGR) to the departmental office with every I given. The IGR must specify conditions and requirements for completing the incomplete, as well as any time limitations less than one year.

90i.

W. This is the term to be used if the student has filed, in the Registrar's Office, official notice of a withdrawal from the course prior to the end of the ninth week, or withdrew passing in accordance with Rule 69, or withdrew from the university in accordance with Rule 70.

90j.

X. Denotes continuing progress toward completion of special problems, research, thesis, doctoral dissertation (i.e., 499, 600, 700, 702, 800), or flexible enrollment courses; X grades are converted to S or to a letter grade upon satisfactory completion. All outstanding incomplete work (including grades of I, X, and blank/no grade) must be completed and posted to the official transcript prior to the conferral of the degree. An X grade may also be used when no final grade is reported due to instructor's illness or absence.

90k.

U. (Unsatisfactory) Student work demonstrates unsatisfactory performance, failed examination, or unfulfilled requirements in courses numbered 700, 702, and 800.

### **Final Examinations – Three or More In One Day**

Rule 78

During final examination week, if the scheduled arrangement results in students having three or more examinations scheduled for any one day, any one of their instructors is authorized to excuse the students from the regularly scheduled examination and give a final examination to the students during the special exams time blocks. In cases of difficulty in arriving at a solution, students shall refer the matter to the chairpersons of their departments or to their academic advisors.

### **The Grade Point System**

Rule 100

**A** provides 4.0 grade points per credit hour  
**A-** provides 3.7 grade points per credit hour  
**B+** provides 3.3 grade points per credit hour  
**B** provides 3.0 grade points per credit hour  
**B-** provides 2.7 grade points per credit hour  
**C+** provides 2.3 grade points per credit hour

**C** provides 2.0 grade points per credit hour  
**C-** provides 1.7 grade points per credit hour  
**D+** provides 1.3 grade points per credit hour  
**D** provides 1.0 grade points per credit hour  
**F** provides no credit or grade points  
(Credits attempted are calculated in GPA)  
**P** credit given—grade points not calculate.  
**S** credit given—grade points not calculated  
**M** credit given—grade points not calculated  
**I** provides no credit or grade points  
**W** provides no credit or grade points  
**X** provides no credit or grade points

### **Academic Complaints**

Rule 104

Students having complaints about instruction or grading should refer them first to the instructor. If the complaint is not resolved, then the student may refer the complaint in writing to the chairperson of the department in which the course is offered by the end of the last day of the following semester (excluding summer term). The chair's decision shall be rendered within 20 business days. After the chair's decision, the student or the instructor may appeal to the Dean's Office. Complaints must be presented in writing to the dean within 20 business days of the chair's decision. The written statement should describe the complaint, indicate how it affects the individual or unit, and include the remedy sought from the dean. The decision of the dean is the final step and shall be made within 20 business days. The University Ombudsman is available at any stage for advice or assistance in resolving academic complaints. At the branch campuses, the procedure is identical except that the academic area coordinator shall substitute for the department chair and the campus dean shall substitute for the college dean.

### **Student Responsibility for Graduation**

Rule 108

Together with the advisor, the student plans the program of study each semester. However, the written curriculum requirements described in the bulletin and catalog supplements are binding, and no advisor may waive or alter them. The student has the ultimate responsibility for meeting university, college and departmental graduation requirements.

## **Transfer Credit for GPA**

### **Rule 6**

- a. Colleges and universities must be regionally accredited for transfer credit to be awarded.
- b. Ninety semester hours shall be the maximum allowed by transfer toward a four-year degree, and 120 semester hours shall be the maximum amount allowed by transfer toward a five-year degree.
- c. The maximum combined lower-division transfer credit allowed from regionally accredited institutions, CLEP (College Level Examination Program), AP (Advanced Placement), IB (International Baccalaureate), and military credit shall be 73 semester hours toward a baccalaureate degree irrespective of when those hours were earned.
- d. Two full years of credit and completion of lower-division University Common Requirements (UCOREs) normally will be granted to students who have been awarded the Direct Transfer Associate (DTA) degree from a Washington community college. The Associate of Arts—Oregon transfer degree from an Oregon community college guarantees completion of the lower-division University Common Requirements (UCOREs), but does not guarantee junior standing or 60 semester credits. Certain approved Associate's degrees from Arizona, California, Hawaii, and Idaho may also be considered to have fulfilled the lower-division University Common Requirements (UCOREs) for graduation, but do not guarantee junior status (60 semester credits). For details on specific degrees consult the Office of Admissions.
- e. Students who have completed at least 70 transferable quarter credit hours toward completion of an approved AA degree may complete the Direct Transfer Associate (DTA) degree from a Washington or Oregon two-year college after their initial enrollment at WSU.
- f. Students who have completed the Associate of Science Transfer (AST) degree from a Washington community college will receive the same priority

consideration for admission to the baccalaureate institution as they would for completing the direct transfer associate degree and will be given junior status. Additional University Common Requirements, cultural diversity, and/or world language requirements, as required by Washington State University, must be met prior to the completion of a baccalaureate degree. Students are responsible for checking specific major requirements in the year prior to transferring.

- g. Completion of lower-division University Common Requirements (UCOREs) will be granted to students who have completed all of the lower-division general education curriculum at another regionally accredited Washington baccalaureate institution, provided the sending institution so certifies.

## **President's Honor Roll**

### **Rule 133**

An undergraduate will be named to the President's Honor Roll under either of the following conditions:

- a. By achieving a grade point of 3.75 while enrolled in at least 9 graded hours in a single semester at Washington State University.
- b. By achieving a cumulative grade point average of 3.50 based on at least 15 cumulative hours of graded work at Washington State University, provided that the semester GPA is a 3.0 or better.

## **PRIORITY REGISTRATION**

Because of the unique scheduling issues student-athletes face and due to the specific NCAA degree progress requirements they must meet to compete, student-athletes have been included in the limited number of groups of students approved for priority access to on-line registration. If on an athletic scholarship that includes tuition, a maximum 18 credits are funded by athletics.

Students must meet with their advisor and have their "advisor hold" released prior to registering. Returning student-athletes are provided appointment times from 9:00 a.m. to 12:00 p.m. on the first day of priority

registration. Students can register through the University's on-line web page accessible through the myWSU portal. Registration takes place in November for spring semester and April for fall semester. Summer school registration begins in April and continues throughout the summer.

### **Registration Reminders for Student-Athletes**

- Make an appointment with your advisor at least two weeks PRIOR to priority registration day. Meet with your advisor to plan your schedule. Meet with your athletics academic advisor as necessary.
- To take advantage of your priority registration appointment time you must register the first day of registration! All appointment times will be available in the student-athlete development office in Bohler Athletic Complex 285. Your advising and other potential university (i.e. health and wellness, housing, writing portfolio, conduct) holds must be cleared before your priority registration time.
- Be sure not to schedule yourself in a class during scheduled practice times. It is your responsibility to NOT schedule yourself in a class during practice.
- Beginning the second week of school, student-athletes must use the University's drop/add form. You must see your academic advisor prior to dropping or adding any class.

### **ADDING, DROPPING, OR WITHDRAWING FROM CLASS**

To be eligible to practice and compete, student-athletes must be enrolled in a minimum of 12 credit hours each semester. Student-athletes are required to contact their team academic advisor for verification before dropping any class. Student-athletes may drop and add on-line through the first week of class each semester. Beginning the second week of school, student-athletes must add and drop using the University's enrollment change form. All enrollment change forms must be stamped by an athletics academic advisor before being

turned into the registrar's office (French Ad 346).

International student-athletes are required to check with International Programs (Bryan 206), in addition to their athletics team advisor, to ensure they are compliant with all international regulations as well as athletic regulations.

Per University rules, students may add classes through the last day of class. An instructor signature is required to add a class after the fifth day of the semester. Students may drop without record through the third week of the semester. Students may withdraw, using a regular withdrawal, with "W" recorded from the fifth week through the ninth week of the semester. Students are limited to four withdrawals in their career at WSU.

### **WSU WRITING PROGRAM**

#### **Writing Placement Exam**

The writing placement exam is offered several times in the summer during the *Alive!* orientation program. At the beginning of each semester, usually the week before classes begin, the exam is offered for students who have not attended the other orientation sessions. Please call the writing assessment office (509-335-7959) for specific dates, times, and sites. You may not register for an English class before you take the writing placement exam.

#### **Junior Writing Portfolio**

Completion of the junior writing portfolio is a general education requirement for graduation. It is not, however, an exit examination, but rather a junior-level diagnostic to determine if your writing abilities have advanced in ways that can handle the writing demands of upper-division courses and courses in your major. For this purpose, and to make sure that your progress toward graduation will not be delayed, you must submit your junior writing portfolio no later than the end of the first semester after completing 60 credit hours. Transfer students entering with 60 or more credits must initiate the junior writing portfolio by the end of their first semester at

WSU. Ideally, you should complete the junior writing portfolio prior to enrolling in the writing in the major [M] courses. In other words, you should complete your junior writing portfolio during the first semester of your junior year.

### **Writing in the Major (M)**

Two courses identified as writing in the major [M] must be included in course work taken to meet departmental requirements. Consult the requirements in the department in which you intend to major. Students must complete the University writing portfolio before enrolling in an [M] course.

Transfer students who have completed an approved Associate of Arts (AA) or Associate of Science (AS) degree at a Washington or Oregon community college are considered to have fulfilled the lower-division general education requirements. These students will still be responsible for meeting the other requirements for graduation, including those in the college and major departments. The University writing portfolio and the upper-division capstone course are not lower-division requirements and therefore cannot be satisfied by the approved associate degrees.

### **Athletics Department Writing Portfolio Policy**

Student-athletes must submit the writing portfolio by their completion of 75 credits to ensure timely graduation. If this requirement is not met, then any degree completion financial aid will not include writing proficiency courses.

### **TRANSFER WORK**

The maximum transfer credit allowed from an accredited two-year community/junior college is 72 semester (100 quarter) hours toward a baccalaureate degree. The maximum allowable credit from a four-year institution is 90 semester (135 quarter) hours. Additional courses may be taken to fulfill requirements, but the credits earned will not be counted toward the total needed for the degree.

For assistance, see:

<http://www.wsu.edu/future-students/admission/admission.html> and then click on equivalencies for the transfer status of classes.

If you are interested in completing summer school course work at another institution and transferring it back to WSU, please see your team academic advisor to ensure the coursework is applicable to your WSU degree.

### **MATH PLACEMENT THROUGH ALEKS**

Washington State University requires the WSU [math placement exam](#) through ALEKS to assess a student's prerequisite mathematical knowledge for course placement. ALEKS is a powerful artificial-intelligence based assessment tool that zeros in on the strengths and weaknesses of a student's mathematical knowledge, reports its findings to the student, and then if necessary provides the student with a learning environment for bringing this knowledge up to an appropriate level for course placement. You are not allowed to register for a math class without taking the placement exam.

The WSU math placement exam through ALEKS is a fully automated, adaptive system that covers a broad spectrum of college algebra and pre-calculus material. The length of the assessment runs from 20-35 questions. The exact number of questions will vary due to the adaptive mechanism. You should plan on two hours to complete the exam. It is best if you can do this in one setting, but you are allowed up to 24 hours in case there is a technical problem during the exam such as a power outage or internet service disruption. You will only need paper and pencil to take the exam. ALEKS provides a calculator when necessary, so do not use your own.

### **Cost of the WSU ALEKS Math Placement Exam**

A fee of \$45 will be billed to your student account which covers a one-year math placement package including the following:

- Initial WSU ALEKS math placement exam,
- a six-week on-line review module through ALEKS (the six-week clock starts once you access the module for the first time),
- unlimited retests within the year, and
- use of the study halls and tutoring services provided by the WSU

mathematics department for Pullman students.

If your athletics aid scholarship package includes mandatory fees as part of your aid package, then WSU Athletics can pay the \$45 fee. The one year period is based on the date of your initial exam.

# **SECTION 3**

# **COMPLIANCE SERVICES**

# Athletics Event Ticket Information

## COMPLIMENTARY ADMISSION—OWN SPORT

Complimentary admission shall be provided only by a pass list for guests designated by the student-athlete. “Hard tickets” shall not be issued. The student-athlete may not receive payment from any source for the complimentary admissions and may not exchange them for any item of value. The following guidelines will be adhered to by all WSU student-athletes concerning complimentary admissions to their own sport:

- Student-athletes will not receive any payment for complimentary admissions. Any student-athlete found receiving payment will be suspended immediately pending the results of an NCAA investigation. If the student-athlete is found in violation of the NCAA regulations, he/she will automatically lose their NCAA eligibility and privileges.
- In your ARMS profile, designate a maximum of four recipients of complimentary admissions prior to each home game. Designate a maximum of four recipients of complimentary admissions prior to each away game (if applicable) in your sport.
- You may transfer your unused tickets to a teammate in your ARMS profile prior to the deadline.
- Designate one admission per person.
- Do not designate a person named by another athlete for the game.
- No additions, changes, or substitutions to the complimentary admission list can be made at the door.
- Be aware that once admission has been signed over by the student-athlete, no name changes will be allowed.
- Alert the person receiving the admission that photo I.D. will be required at the designated pick-up area. Persons without photo I.D. will not be admitted. There will be no exceptions to this rule.

## COMPLIMENTARY ADMISSION—SPORTS OTHER THAN YOUR OWN

### WSU Student-Athlete Sports Pass

WSU student-athletes will be allowed complimentary admission to **other sports** by using their validated WSU photo ID card (Cougar Card). The compliance office will supply lists of eligible student-athletes to the athletic ticket office after the first day of classes. Your validated WSU photo ID card is your complimentary admission. No admission can be made if you do not have your WSU photo ID card validated for a sports pass.

### Regulations

- Do not purchase a sports pass in the “optional purchases” section of your online registration! If you mistakenly sign up for a sports pass at registration, you have one month from the start of the term to request a refund from the athletic ticket office. You must visit the ticket office in person to sign a request a refund on your sports pass. The refund form can be found at [www.wsucougars.com/studenttickets](http://www.wsucougars.com/studenttickets) under Sports Pass Information.
- Your sports pass will be automatically downloaded to your account from the list provided by the athletics compliance office.
- This pass and ID card are not transferable. Misuse will be cause for revocation of sports pass privileges.
- WSU student-athletes are encouraged to support other teams just as you want to see support for your own sport.
- To be admitted to events, you must present your valid WSU photo ID. No admittance will be made without this item.
- The sports pass is only valid for regular season “home” athletics events. It is not valid at NCAA, Pac-12, or any other championship events.
- The sports pass is only good for general admission seating in designated student areas on a first-come, first-serve basis.

- Lost or stolen IDs will automatically have the sports pass when the new WSU photo ID is issued.
- If you leave the team, you will lose your complimentary sports pass privileges, though you may then purchase a sports pass and have it charged to your student account.

The WSU Athletic Ticket Office is located at Gate B of Gesa Field, open M – F, 9 a.m. – 4:30 p.m. or call 1-800-GO-COUGS. For more information on guest online at [wsucougars.com](http://wsucougars.com).

## Compliance Services

For questions concerning the NCAA or Pac-12 rules and regulations, please do not hesitate to contact the Athletics Compliance Office at the contact information below:

Office: Bohler 285

Email: [athletics.compliance@wsu.edu](mailto:athletics.compliance@wsu.edu)

### Staff

Brad Corbin, Senior Associate Athletic Director/Chief Compliance Officer

Office: 505-335-43266

Hanna Paper, Assistant Athletic Director/ Compliance

Office:

Email: [hanna.paper@wsu.edu](mailto:hanna.paper@wsu.edu)

Sports: Baseball, Basketball (M)), Football, Swimming, Tennis

Katie Habryle, Associate Director/ Compliance

Office:

Email: [katie.habryle@wsu.edu](mailto:katie.habryle@wsu.edu)

Sports: Basketball ((W), Golf (M/W), Rowing, Soccer, Track & Field/CC (M/W), Volleyball

## WSU ATHLETICS COMPLIANCE

### WEBSITE

Pertinent NCAA and WSU compliance information that all student-athletes should be familiar with can be found on the WSU Athletics Compliance website.

tickets please visit the student ticket Information page on [www.wsucougars.com/studenttickets](http://www.wsucougars.com/studenttickets).

### Purchasing Away Game Tickets – Sports Other Than Your Own

The WSU athletic ticket office only sells away game tickets to football games. Unfortunately, we do not receive discounted tickets for students or student-athletes so all tickets will be priced at full face value. Away game tickets can be purchased.

The address for this website is [www.wsucougars.com/compliance](http://www.wsucougars.com/compliance).

In addition to the NCAA and WSU guidelines that are found on the website, student-athletes can find information on a variety of topics. Other links include student-athlete employment forms, booster guidelines, the international student-athlete paperwork, gender equity information, agent information, and graduation rates.

### EXTRA BENEFITS

Per NCAA rules, student-athletes may not receive free or reduced cost of goods or services from WSU staff or boosters unless the benefits are generally available to all students. The following list of extra benefits is not exhaustive, but provides some examples that can be used as guidelines:

- phone charges at a free or reduced rate
- movie tickets
- meals
- use of a car
- free or reduced admissions to professional contests
- airline tickets
- hotel rooms
- store merchandise or gift certificates

## **NOTIFICATION OF TRANSFER**

Student-athletes wishing to enter the NCAA Transfer Portal must first complete the Transfer Notification form. The form is available by contacting the Athletics Compliance Office who will then assist the student-athlete in accessing the form in ARMS. Once the student-athlete completes the Transfer Notification form, the Athletics Compliance Office has two business days to complete the entry. The student-athlete, head coach, and sport supervisor will all be notified via email when the student-athlete's name is entered into the Transfer Portal.

The Athletics Compliance staff can answer questions related to NCAA and Pac-12 regulations as well as WSU's transfer process policy and potential eligibility implications given the particulars of the student-athlete who is transferring.

Once the student-athlete has initiated the transfer process, the athletics department services or benefits provided to the student-athlete for the current semester are outlined as follows:

### **Services and Benefits that could be immediately canceled**

- Access to Gray W dining facility
- Access to varsity weight room, strength and conditioning staff and Gray or Crimson Hub
- Access to practice and competition facilities
- Access to varsity locker room and equipment
- Athletically-related financial aid will remain active through current semester (when transfer process is initiated) and then terminate at the conclusion of the semester. If the transfer process is initiated during a semester break (i.e. winter or summer), the student-athlete's aid will be terminated immediately. In regards to aid, the student-athlete has the opportunity for a hearing pursuant to NCAA Bylaw 15.3.5.1.1.

- The student-athlete will be provided a letter of non-renewal of athletic aid for the remainder of their enrollment at WSU.

### **Services and benefits that will continue to be provided**

- Academic Resource Center (ARC) computer lab access
- Academic tutoring
- Graduation planning
- Athletic Medicine (Physician visits, Athletic Trainer rehab/treatments, PT and Psychological services) continued access for any medical problem or injury that occurred before the date of transfer notification. For any medical problems or injury that occurs after the date of transfer notification, the student-athlete should seek care at Cougar Health Services or other medical facility of their choice.
- Wellbeing (e.g., mental health) assistance and care
- Access to athletic and other facilities that are open to the public and student population in general (athletic facilities only when varsity activities are not scheduled)

The Athletics Compliance Office will be the student-athletes primary point of contact until such time as their transfer is complete or they choose to remain at WSU.

# Financial Aid

For questions concerning your financial aid, student account or housing and dining account contact the following individuals:

## Staff

Brad Corbin, Senior Associate Athletic Director/Chief Compliance Officer  
Office: 509-335-4326

Hanna Paper, Assistant Athletic Director/Compliance  
Office:  
Email: hanna.paper@wsu.edu  
Sports: Baseball, Basketball (M) Football, Swimming, Tennis

Katie Habryle, Associate Director/Compliance  
Office:  
Email: katie.habryle@wsu.edu  
Sports: Basketball (W), Golf (M/W), Rowing, Soccer, Track & Field/CC (M/W), Volleyball

## PERIOD OF INSTITUTIONAL FINANCIAL AID AWARD

**One-Year Limit Period.** Where a student-athlete's athletic ability is taken into consideration in any degree in awarding financial aid, such aid (athletic scholarship) shall not be awarded for a period of less than one academic year.

## ELEMENTS OF FINANCIAL AID

Financial aid has two major elements for student-athletes: 1) Athletics Cost of Attendance and 2) Federal Financial Aid. These two elements make up the entire financial aid package for a majority of student-athletes. What you receive in an athletics cost of attendance has an effect on what you can receive from federal financial aid (loans, institutions grants...) and vice versa.

The financial aid office regulates the athletics cost of attendance amount. A full text of all rules is available for review through the Athletics Compliance Office. Among these rules, a few have particular importance to student-athletes. These rules are discussed in the athletics cost of attendance section below. The Department of Education regulates the federal financial aid limits. There are also a number of rules that apply in receiving aid from the federal side. A few of the more important rules are discussed in the federal financial section below.

As student-athletes, the maximum amount of all types of financial aid you can receive is the amount that equals the athletics cost-of-attendance. The Pell Grant is the only type of financial aid that allow a student-athlete to be awarded above the athletics cost-of-attendance amount.

## ATHLETICS AID

### **Cost of Attendance**

Athletics cost of attendance consists of tuition, required fees, required course textbooks, room and board and transportation and miscellaneous expenses. Note that room and board budget is set using a weighted average of all on campus, single student housing facilities and the Cougar Athletic Training Table (CATT) meal plan value.

## Financial Aid Agreements

- The written **notice of renewal** shall be made on or before **July 1** prior to the academic year it is to be effective. Each student-athlete who received an award the previous academic year and who has eligibility remaining in the sport in which financial aid was awarded will receive the notice in writing.
- The student-athlete must sign the financial aid agreement or renewal letter and return it to someone in compliance in order to receive their athletics aid.
- Athletic Aid may only be reduced or cancelled during the period of award if the recipient:
  - a) Renders himself or herself ineligible for intercollegiate competition
  - b) Fraudulently misrepresents any information on an application, letter of intent or financial aid agreement
  - c) Engages in serious misconduct warranting substantial disciplinary penalty
  - d) Voluntarily (on his or her own initiative) withdraws from a sport at any time for personal reasons.
- If athletic aid is reduced or cancelled, the student-athlete has the right to appeal that decision directly to the Athletics Compliance Office. Contact anyone from the Athletics Compliance Staff **within two weeks upon receipt of notification in order to initiate the appeal process.**

### Federal Financial Aid

Federal Financial Aid consists of loans, grants, and work-study. Federal financial aid may be offered for not less than a semester and not longer than two semesters at a time. Note that the FAFSA filed for the current academic year is used in determining eligibility for the summer term.

A very important federal rule is the **Satisfactory Academic Progress** rule. In its simplest form this rule states that a student must have a 2.00 cumulative GPA for all terms of enrollment (all schools attended

are counted in the rule) and must pass an average of 12 semester credits per term. If a student completes less than 12 credits (6-11 credits), the student will be on probation. If a student completes less than 12 credits (0-5 credits), the student is disqualified from the federal aid program. More information regarding this rule is available at <https://financialaid.wsu.edu/sap-requirements/>.

### Applying for Federal Financial Aid

Many student-athletes apply for federal financial aid to fill the gap between their athletics aid award and the estimated cost of attendance budget set by Student Financial Services. Note that an athletics grant-in-aid does not include the component of transportation and miscellaneous expenses.

<u>2020-21 Budget</u>	<u>Athletic GIA</u>	<u>Cost-of-Attend</u>
Resident	\$28,190	\$31,688.16
Nonresident	\$42,768	\$46,631.16

To apply for loans, work-study assistance, and grant funds, a **Free Application for Student Aid** (FAFSA) must be completed at <http://www.fafsa.ed.gov>. Remember that a FAFSA must be filed for each new award year and has a priority deadline of **January 31st**, or as soon as possible following that date. Parent and student tax information for 2016-17 will be needed to file a FAFSA for the 2019-20 academic year.

### Inquiring About Your Financial Aid Status

If you have questions about financial aid being ready for Fall 2020 or about your financial aid status in general:

- You may check your status on-line by logging onto your myWSU
- You may give the financial aid department a call at 509-335-9711
- You may send us an e-mail at [finaid@wsu.edu](mailto:finaid@wsu.edu).

### Pell Grant

Eligibility for Federal Pell Grants is need-based and determined by parent and student income submitted on the FAFSA. You may qualify for additional financial support over and above your scholarship.

The maximum award for the 2018-19 year is \$6,195. How much you get will depend not only on your EFC (Expected Family Contribution) but also on your cost of attendance and your enrollment status.

## TUITION

Athletic aid designated for tuition will be automatically credited to each student-athlete's student account by University Receivables.

### Enrollment in Over 18 Credits

Student-athletes awarded an athletic scholarship for fees and tuition may enroll in a **maximum of 18 credits per semester**. If a student enrolls in more than 18 credits, the student-athlete's account will be billed for the over 18 credit fee and the student-athlete will be responsible for this additional charge.

### Fees

Some additional fees may be charged to your student account. Contact any staff member from Compliance (Bohler 285) and they will help you determine which fees the Athletics Department is allowed to pay under NCAA regulations and your athletics scholarship specifications.

Examples of fees that **are not covered by an athletic scholarship** are: room upgrades, damage deposits, library or other fines, parking tickets, yearbook, late fees, etc. If you are receiving a stipend, such fees will be automatically deducted from those funds. Otherwise, you are responsible for paying fines and fees on time. If they are delinquent, they will be charged to your student account and registration holds may exist.

## BOOKS AND SUPPLIES

For student-athletes awarded book scholarships: NCAA rules limit the provision of course related books to required texts, course packets, handbooks, readers, and syllabi for your classes. The Athletics Department may provide supplies: calculators, art supplies, disks, and subscriptions, provided they are listed as required on the syllabus or in the catalog for all students.

### Textbook Issue

- At the beginning of each semester student-athlete books will be prepackaged and available for pickup at the Bookie during scheduled pickup times. **You must present a photo ID or Cougar Card to obtain your books.**
- In the event of missing textbooks, schedule changes or additional course supplies are needed, the compliance department (Bohler 285) will give you a Goldenrod).
- Take the Goldenrod to the Bookie, to purchase the textbooks. The Bookie will take the Goldenrod as a payment voucher at the checkout counter for the books you gather. You must have a photo ID to use the Goldenrod at the Bookie.
- If some or all of your required textbooks are not in stock at the Bookie at the time of your purchase, you will need to return to Melissa Christensen and get another Goldenrod for later purchase.
- **Lost or stolen textbooks are the responsibility of the student-athlete.**

### Textbook Return

- If you wish to keep any books, you will be charged 50% of the cost of the book.
- All other books must be **returned during finals week between 9am and 4pm.**
- Any books not returned will be charged to your student account at 50% value. To keep books for Friday finals, you must make arrangements with the compliance department prior to 5:00 p.m. Thursday of finals week.
- Textbook returns are held on the bottom floor of the Bookie, next to CoreTech.

## HOUSING

### Student-Athletes Living in Residence Halls

- Student Financial Services will coordinate the processing of room and board scholarships with Housing and Dining.

- Student-athletes receiving a **partial room and board scholarship** will be responsible for the remaining balance of their housing/dining charges and will need to access their account at mywsu.edu to find out balance owing.
- The Athletic Aid Advisor will process funds for those student-athletes receiving a **full room and board scholarship**.
- Keep in mind that the athletic scholarship does **not** cover the following charges: room upgrade, lost key charges, fines, room damages, excessive meal plan usage for the semester.
- If you have additional housing charges such as a room upgrade, fines, etc...it is your responsibility to pay these charges.

### **Student-Athletes Living Off-Campus**

- Student-athletes living off campus are responsible for payment of rent.
- Housing rent deduction: student-athletes living in University apartments have the option of allowing Housing Services to deduct the entire semester housing rent from their room and board scholarship. Monthly stipends will be adjusted to reflect the housing rent claimed. For information regarding this process contact **Housing and Dining Services (335-8625) or the Athletics Compliance Department.**

## **DINING**

### **Student-Athletes in Residence Halls**

- Student-athletes have a choice of four dining account levels to choose from. Refer to this website for detailed housing and dining information: <http://www.livingat.wsu.edu>.
- For additional information on the dining program refer to the Nutrition section in this handbook or contact Northside Dining Center (335-3881).

### **Student-Athletes Off-Campus**

- Student-athletes receiving a **full room and board scholarship** will have the

cost of their CATT charges paid for from their room and board scholarship and then will be provided with an off-campus stipend check for the remaining room and board allowance.

### **Cougar Athletic Training Table**

Cougar Athletic Training Table (CATT) is available for all sports. NCAA rules require the department to charge student-athletes for each training table meal.

Once head coaches choose to participate and select the CATT meals for the semester, each student-athlete's student account will be charged the appropriate amount. If a head coach chooses to participate in CATT, all scholarship student-athletes must be included on the team roster that is submitted to financial aid coordinator. Non-scholarship student-athletes may opt in. Those student-athletes will need to be directed to compliance to sign-up and authorize the billing to their student account.

### **STIPEND RELEASE**

Those student-athletes with a room and board scholarship may receive a monthly stipend. The stipend amount will depend on the dollar amount of the room and board scholarship. (If you are on-campus, the cost of your residence hall and dining charges will be paid before any remaining funds are disbursed.) The first stipend disbursement for student-athletes cleared to receive aid each semester will take place on the first day of each semester. Students are encouraged to sign up for direct deposit via myWSU at [Main Menu>Self Service>Campus Finances>Enroll in Direct Deposit](#) - not doing so could result in the delay of your payment via postal mail. All other scheduled stipend disbursements will be available on the following dates listed:

#### **Fall 2020**

Tue., August 18  
Tue., September 1  
Thu., October 1  
Mon., November 2  
Tue., December 1

#### **Spring 2021**

Mon., January 4  
Mon., February 1  
Mon., March  
Thu., April 1  
Mon., May 3

Remember, you must be continuously enrolled to receive your room and board stipends. You must have direct deposit set up or your check will be mailed to the mailing address system listed on the WSU mainframe.

## RESIDENCY

Please go to [www.wsu.edu](http://www.wsu.edu) and refer to the Residency site to determine if you qualify for residency. In addition, Contact the Registrar's Office (335-5346) for requirements and criteria.

## INTERNATIONAL STUDENT-ATHLETES WITHHOLDING TAX

Compensation in excess of tuition, books, and required fees are subject to the 14% withholding tax. For an international student-athlete living in the residence hall, the withholding tax will be charged on their student account at the beginning of each semester. ***It is the student-athlete's responsibility to pay this tax.*** For the international student-athlete living off campus, incremental amounts of the withholding tax will be deducted from each athletic stipend.

## WORKING DURING ACADEMIC YEAR AND VACATION PERIODS

You have the opportunity to work during the academic year. In order to be employed, you must meet the following requirements:

- Must complete the Athletic Compliance Office employment paperwork.

**Please contact the Athletic Compliance Office before beginning any employment opportunity.**

The employment paperwork must be signed **before** you can begin working at any potential job, and must be on file with the athletics department. Through periodic checks with your employer, WSU Athletics will confirm that you are being paid for work actually performed and at a rate similar to others in comparable positions. No restrictions apply to the amount of compensation received from employment.

All student-athletes (returning and incoming) may receive legitimate earnings from employment during the summer term vacation. No restrictions apply to the amount of compensation received, even if you are attending summer school or orientation as a recipient of institutional financial aid. However, there may be specific NCAA restrictions as to the kind of work and numbers restrictions by sport. Check with the Athletic Compliance Office before you accept a summer job, in order to avoid any potential eligibility problems in the next academic year. It is very important that you check with the Athletic Compliance Office and complete a summer work form before you begin a job at a summer camp (WSU or another institution's camp).

**It is extremely important for you to ask if you have questions about what you can and will receive in the way of financial aid (from your athletic scholarship, if you have one, and any additional aid that you may be thinking of accepting). Contact Student Financial Services regarding all additional aid to avoid having to repay money that puts you over your individual limit and your team over the team limits established by the NCAA.**

## OTHER BENEFITS AVAILABLE TO STUDENT-ATHLETES

As a student-athlete at WSU, you can receive the following benefits, at the discretion of the Athletics Department, which are considered incidental to athletics participation:

- **Meals and housing when dorms are closed.** If you live in the dorm, you may receive meals and housing during times when the dorms are closed and you are required to be on campus for practice or competition. If you live off-campus, you will receive a prorated amount for housing and meals as determined by the athletics department.
- **Expenses for off-campus practice, competition.** You may be provided actual and necessary expenses for off-campus practices and competition.

The expenses are transportation, lodging, and meals. You must be eligible for intercollegiate competition to travel with the team to off-campus contests.

- **Meals and transportation.** You may receive an occasional home meal from an institutional staff member or representative of WSU athletics interests. The meal must be at an individual home and must be restricted to infrequent and special occasions. You may also receive reasonable local transportation to this meal. Please complete an occasional meal form in ACS and have it approved prior to the meal.
- **Travel insurance.** You may receive travel insurance for sports-related trips.
- **Complimentary admissions.** You can receive one complimentary admission to any regular season WSU home athletic contest (sports pass). You may also receive up to four complimentary admissions for guests to any home event in the sport in which you participate.
- **Expenses for participation in special events.** You can be provided actual and necessary expenses to participate in national championship events: Olympic, Pan American, and World University Games qualifying competitions; USOC Olympic basketball and volleyball tryouts; international competition approved by NCAA Council, and noncollegiate open competition.
- **Medical benefits.** You may receive medical benefits including athletic medical insurance; contact lenses, glasses, or protective gear needed for athletic participation; medical examinations; medical treatment for any athletically related injury; and expenses related to drug rehabilitation programs or the treatment of eating disorders..
- **Expenses for eligibility investigations and legal proceedings.** You may be provided actual and necessary expenses to attend proceedings conducted by WSU, the Pac-12 Conference, or the NCAA regarding your eligibility to participate in intercollegiate athletics. You may be provided similar expenses to attend legal proceedings that result from your involvement in athletics practice or competition. WSU (or a legal representative of WSU athletics interests) may pay the legal fees.
- **Expenses related to a permanent disability.** If you receive a permanent disability that prevents further participation in athletics, you may receive special individual expenses. The injury or illness that caused the disability must have occurred while you either were enrolled or were a prospective student-athlete on an official paid visit to WSU.
- **Incidental expense waivers.** Under unusual circumstances (e.g., a death in the family), special requests may be made for approval of additional expenses related to your participation in intercollegiate athletics. WSU must make the special request and provide information that the expenses are warranted, do not create an unfair competitive advantage, and do not compromise NCAA regulations.

## Gambling and Bribery

While sports wagering has grown in both prevalence and legality across the country, the NCAA continues to prohibit all forms of wagering on sports in which the NCAA conducts a championship. Student-athletes shall not knowingly participate in sports wagering activities or provide

information to individuals involved in or associated with any type of sports wagering activities concerning intercollegiate, amateur or professional athletics competition.

### **What is Sports wagering?**

Sports wagering is defined as placing, accepting, or soliciting a wager (on staff member's or student-athlete's own behalf or on the behalf of others) of any type with any individual or organization on any intercollegiate, amateur or professional team or contest. Examples of sports wagering include, but are not limited to, the use of a bookmaker or parlay card; Internet sports wagering; auctions in which bids are placed on teams, individuals or contests; and pools or fantasy leagues in which an entry fee is required and there is an opportunity to win a prize.

### **What is a Wager?**

A wager is any agreement in which an individual or entity agrees to give up an item value (e.g., cash, shirt, dinner) in exchange for the possibility of gaining another item of value.

### **What to do if Contacted?**

Be aware that the gambling industry is constantly seeking sources for information. It is possible that student-athletes may be approached and questioned about the condition and attitude of other their team or asked to alter a game in some manner. If this occurs, **the involved student-athlete's) must report the incident to the coach immediately.** The University and the athletics department are committed to combating all forms of gambling and bribery. Gambling is one of the major sources of revenue for organized crime as well as individuals involved in betting activities. Operators need inside information to set the betting line or odds. An attempt to procure this information through bribery of a sports participant is a felony. It is imperative that all student-athletes are cautious when speaking to people concerning team or athletic department matters.

**Keep in mind that participation in gambling, directly or indirectly, may jeopardize athletics eligibility.** Because of the importance of this problem, please observe these guidelines:

- Report to the coach any attempt to secure information concerning situations which might alter the normal performance of the team
- Report any individual who offers gifts, money, or favors in exchange for supplying information or for attempting to alter the outcome of any contest
- Be aware of the legalities of gambling at an institutional and state level. Understand that the consequences at the University level may be expulsion and that the University will also assist with the enforcement of federal, state, and local anti-bribery laws
- **If a violation of gambling occurs, the NCAA will handle and decide consequences on a case-by-case basis**

# NCAA Compliance

## ACADEMIC REQUIREMENTS FOR ELIGIBILITY

- Certification of Eligibility for Practice
- Certification of Eligibility for Competition

To practice and compete, all student-athletes must also be in good academic standing and enroll in an average minimum 12 degree applicable credits for every term of enrollment at WSU.

## DIVISION 1 ACACEMIC ELIGIBILITY REQUIREMENTS

Student-athletes must meet NCAA continuing eligibility requirements to participate on their respective WSU teams. These requirements include, but are not limited to, the following:

- Earn a minimum of six degree-applicable credits each term (fall/spring)
  - Football student-athletes must earn nine degree-applicable credits each fall term
- Earn a minimum of 18 credits each academic year (fall/spring)
- Earn a minimum of 24 credits prior to the start of the student-athlete's third term of enrollment
- Earn and maintain the following GPA thresholds each year:
  - After one year of enrollment: 90% of required graduation GPA ((e.g., 1.8))
  - After two years of enrollment: 95% of required graduation GPA (e.g., 1.9))
  - After three years of enrollment: 100% of required graduation GPA (e.g., 2.0)
- Declare a major/degree program by the start of the student-athlete's third term of enrollment. Thereafter, the following benchmarks must be met:
  - Entering third year of enrollment: 40% of degree completed
  - Entering fourth year of enrollment: 60% of degree completed
  - Entering fifth year of enrollment: 80% of degree completed

## PLAYING/PRACTICE LIMITATIONS

NCAA rules address the amount of time student-athletes are permitted to engage in countable athletically related activities (CARA). The following section set forth a summary of the pertinent rules and regulations, but more information can be found by contacting you Athletics Compliance Liaison.

## TIME MANAGEMENT PLAN

The time management plan (TMP) is a collaborative process involving student-athletes, coaches, and senior athletics department staff members to declare the TMP in writing prior to any required athletically related activity (RARA) occurring. The TMP policy ensures the following:

- The team's schedule is provided to student-athletes by the 15th of the preceding month (e.g., August 15 for September) through the ARMS calendar
- The team's actual activities must be recorded and submitted through weekly logs in ARMS. A random selection of student-athletes are provided an opportunity to review and either approve or deny the accuracy of the logs.
- Student-athletes receive adequate notice of changes to an established schedule for all countable and required athletically related activities.

- No changes are permitted within 48 hours of activity unless it is emergency or weather-related
- Student-athletes will receive an additional 14 days off (above and beyond the required weekly day(s) off) over the course of the academic year
- Student-athletes will receive seven consecutive days off at the conclusion of the team's championship season

At the end of each year, the Athletics Compliance Office will conduct a TMP review involving a student-athlete from each sport, the Athletic Director, the Faculty athletics representative, and the head coach. The review will be presented to the President of WSU. Student-athletes should contact the Athletics Compliance Office with any TMP concerns.

**DAILY AND WEEKLY TIME LIMITS** When a team is in-season, student-athletes are limited to four hours per day and 20 hours per week countable athletically related activities. The application of these time limits is subject to some notable conditions:

- The activities are prohibited during a continuous eight-hour period between 9:00 PM and 6:00 AM
- Competition and all competition-related activity on the competition day counts as three hours toward the 20-hour weekly limit
- The daily and weekly limits do not apply to official vacation periods but required days off do apply


Additionally, each student-athlete must receive one day off per in-season week. A day off is free from all countable and required athletically related activities. With a limited exception, competition travel is not permitted on a day off.

When a team is out-of-season, student-athletes are limited to eight hours per week of countable athletically related activities. Additionally, student-athletes must receive two days off per week.

The general parameters of out-of-season activities include:

- The team may use all available hours on required strength and conditioning activities (up to the eight-hour max);
- Up to four hours per week of required skill instruction (non-football);
- Up to two hours of required film review (football);
- During the summer only, football student-athletes may use up to two hours each week on non-contact skill instruction

## NCAA Terminology: CARA, RARA, VARA

CARA	RARA	VARA
Countable Athletically Related Activity	Required Athletically Related Activity	Voluntary Athletically Related Activity
<p>Includes ANY required activity with an athletics purpose involving student-athletes and at the direction of, or supervised by, one or more of the institution's coaching staff (including sports performance coaches) and MUST be counted within the weekly and daily limitations.</p> <p><b>Examples of CARA:</b></p> <ul style="list-style-type: none"> <li>• Competition</li> <li>• Practice</li> <li>• Weight Training</li> <li>• Conditioning</li> <li>• Alternative Workouts (e.g., yoga, boxing)</li> <li>• Film Review</li> <li>• Team Meetings</li> <li>• Individual Meetings with Coaches (that involve film review, chalk talk etc.)</li> </ul>	<div style="text-align: center;">  </div> <p>Any activity, including CARA, that is required as a student-athlete. Only activities that fall under CARA count toward hour limits.</p> <p><b>Examples of RARA</b></p> <ul style="list-style-type: none"> <li>• Team travel ❌</li> <li>• Recruiting activities (hosting a prospect) ❌</li> <li>• Community service (with coach/admin or required) ❌</li> <li>• Media activities ❌</li> <li>• Promotional activities ❌</li> <li>• Team-building activities ❌</li> <li>• Training room activities (e.g., injury and rehab) ✅</li> <li>• Academic activities (required by academic staff) ✅</li> <li>• Leadership academy, SAAC ✅</li> <li>• Team meals (e.g., training table) ✅</li> </ul> <p><u>Permissible on an off day?</u></p> <p>✅ Yes   ❌ No</p>	<p>It is permissible for VARA to occur at any time and is not subject to CARA/RARA limitations. For any athletically related activity to be considered voluntary, <b>the following conditions must be met:</b></p> <ul style="list-style-type: none"> <li>• Student-athletes must not be required to report back to a coach or other department staff member (trainer, manager, sports performance coach) any information related to the activity</li> <li>• The activity must be initiated and requested by the student-athlete</li> <li>• Attendance and participation may not be recorded for the purpose of reporting back to coaches/ staff</li> <li>• Student-athletes may not be subject to penalty if he/she elects not to participate in the activity</li> </ul>

## Sports Agents

As a general rule, an individual shall be ineligible for participation in an intercollegiate sport if he or she has ever agreed (orally or in writing) to be represented by an agent for the purpose of marketing his or her athletic ability or reputation in that sport (NCAA Bylaw 12.3).

In the sport of **baseball** it is permissible for a student-athlete to be represented by an agent prior to full-time enrollment if they have been drafted (NCAA Bylaw 12.3.1.1). They must only receive the benefit of their representation and need to pay the normal going rate. Once that student-athlete enrolls full-time, they must terminate their agreement of representation. After the student-athlete enrolls full-time it is permissible for them to secure advice from a lawyer/financial advisor provided the advisor is not representing the student-athlete in

negotiations for a contract (NCAA Bylaw 12.3.2). A lawyer/financial advisor may not be present during discussions with a professional organization or have any direct contact with a professional sports team on behalf of the student-athlete.

In the sport of men's basketball, the NCAA allows a student-athlete who has requested an evaluation from the NBA Undergraduate Advisory Committee to enter into an agreement and receive limited benefits from a NCAA-Certified Agent. A student-athlete will lose eligibility if:

- The student-athlete enters the NBA draft without requesting an Undergraduate Advisory Committee from the NBA

- The student-athlete agrees orally or in writing to be represented by any individual other than an NCAA-certified Agent
- The student-athlete accepts any benefits from an individual other than an NCAA-certified agent
- The student-athlete accepts any benefits from an NCAA certified agent that are not expressly permitted by NCAA legislation or outside of the permissible time frame allowed by NCAA legislation
- The student-athlete participates in a tryout with an NBA team that lasts longer than 48 hours (exception for the draft combine<sup>0</sup>, which he has not personally financed, or an NCAA-certified agent has not financed
- The student-athlete misses class to participate in a tryout, including travel to and from the tryout (exception for the draft combine)
- The student-athletes enter the draft AND does not take the appropriate steps to withdraw and declare his intention to resume intercollegiate participation
- The student-athlete enters the draft AND is drafted by a professional team

# **SECTION 4**

## **HEALTH AND SAFETY**

# Sports Medicine Services

The WSU Sports Medicine Team is a dedicated healthcare team comprised of 17 licensed athletic trainers, three team physicians, one physical therapist, an operations manager, an insurance coordinator, and mental health counselor. Our goal is to provide high quality evidence-based, student-athlete centered healthcare while assisting in the prevention and rehabilitation of injuries and treatment of illnesses, medical, and mental conditions in a professional, ethical, confidential, and individualized manner.

## ADHD TESTING

ADHD stimulants are banned for use in NCAA competition for both performance and health reasons, and using them may result in a positive drug test and loss of eligibility, unless the student-athlete provides adequate documentation of a diagnostic evaluation for ADHD and appropriate monitoring of treatment. If student-athletes do not have adequate documentation a referral for the student-athlete to be evaluated will be completed in a timely manner to have the appropriate documentation on file. More information on NCAA drug testing can be found on the NCAA Drug Testing website.

## ATHLETIC TRAINER SERVICES

An athletic trainer is assigned to each intercollegiate sport teams. Athletic trainers provide coverage for strength and conditioning workouts, team practices, and competitions. Athletic trainers provide primary medical care, including injury prevention, evaluation, treatment, rehabilitation and case management for student-athletes.

## CONCUSSION SAFETY PROTOCOL

Washington State University Department of Athletics is committed to the identification, evaluation and management of concussions along with reducing the exposure to head

injuries. The following protocol outlines the steps taken to ensure the safety of our Student-Athletes at Washington State University.

1. Pre-Season Education
2. Pre-Participation Assessment
3. Recognition and Diagnosis of Concussion
4. Post-Concussion Management
5. Return to Learn
6. Return to Sport
7. Limiting Exposure to Head Trauma

If you would like the full protocol, please contact your sport's athletic trainer, the Assistant Director of Athletics Sport Medicine, or the Director of Operations for Sports Performance.

## DENTAL SERVICES

Dental services and referrals for consultations and treatment will be covered only if the dental injury or conditions is the direct result of an athletic related injury from participating in practice or competition. Preventative dental services are not covered.

## EXIT POLICY

Payment, follow-up and coordination of care for athletic injuries will be provided for four-years following the student-athlete coming off the compliance eligibility report **OR** from the date that the student-athlete quits or is cut from the team. This care must be coordinated by the Athletic Medicine staff in order for payment. In the event a student-athlete signs a professional contract, transfers to another institution, or turns 26 years of age, all injuries become the responsibility of the student-athlete.

## MASSAGE SERVICES

### Therapeutic Massages

A team athletic trainer and/or -team physician determines if therapeutic massage are medically indicated and completes a referral. Therapeutic massages are covered by WSU Sports Medicine.

### Performance Massages

The sport's head coach authorizes performance massages for their sport. The sport athletic trainer, in coordination with the Assistant Director of Athletics for Sports Medicine, will vet the massage therapist(s) to be used. Performance massages are paid through the team's sport budget.

## MEDICAL SERVICES

WSU Sports Medicine will pay for medical expenses, including medical testing (lab tests, x-rays, MRI, etc.), and referrals for specialty consultations, for any athletic-related injury and/or up to a diagnosis.

### MEDICAL ATHLETIC INSURANCE

WSU Sports Medicine medical insurance policy is an **excess accident policy (or secondary payer)** which pays after the student-athlete's primary and secondary insurance are processed. Athletic Medicine covers athletic related injuries only.

WSU Sports Medicine's excess accident insurance does not cover sickness or other medical conditions not related to athletics, injury as a result of a pre-existing injury, or accidental injury in other circumstances (such as intramurals or nonathletic related injuries).

If you receive any athletic related billing/insurance paperwork from the provider of care, your insurance company or money to pay for services provided, please hand deliver them to one of the following people:

- Your Sport athletic trainer
- Kim Schlake, Insurance Coordinator, Bohler Athletic Complex M1
- Jonell Peterson, Director of Operations for Sports Performance, Bohler Athletic Complex M4

## MEDICAL BILL PAYMENT PROCESSING

It is the student-athletes' responsibility to bring all medical bills to their sport athletic trainer and/or insurance coordinators. Athletic Medicine is not responsible for any collection fees and/or interest on late payment of medical bills that we did not receive within 15 days of receipt. *Failure to do so may result in your account moving to a collections status, in which we will not be able to assist you financially for collection costs.*

All questions regarding insurance coverage and medical bill should be directed to the Athletic Medicine Insurance Coordinator located in Bohler Athletic Complex M1.

## MENTAL HEALTH SERVICES

A referral or self-referral will be made to the WSU Sport Medicine licensed mental health counselor who will then assume the care of the triage/coordinate services depending on the availability, the diagnosis, and the student-athlete's psychological needs.

The cost of ADHD diagnostic testing through a neuropsychologist will be covered by WSU Sports Medicine.

## ORTHOTICS SERVICES

For custom orthotics, WSU student-athletes are able to see our physical therapist at the sport athletic trainer's discretion. WSU Sports Medicine will pay for the first pair of custom orthotics. Payment for additional pairs will be decided on a case-by-case basis.

## ORTHOPAEDIST PHYSICIAN SERVICES

All WSU student-athletes have full access to see the team orthopaedic physicians during WSU Sports Medicine Clinics held in the Cougar Football Complex. Orthopaedic physician office visits, medical testing (lab tests, x-rays, ultrasound, MRI, etc.), procedures, (diagnostic injection, aspiration, laceration repair, etc.) referrals for additional orthopaedic consultation, and surgery will be covered if athletic related.

Office visits and procedures that occur in the Sports Medicine Clinic will be billed to the student-athlete's health insurance by Inland Orthopaedic Surgery & Sports Medicine Clinic.

### **PHYSICAL THERAPY SERVICES**

All WSU student-athletes have access to see the Sports Medicine physical therapist located in Bohler Athletic Complex per athletic trainer discretion and/or team physician referral.

### **PREGNANCY POLICY**

Athletic Medicine considers pregnancy the same as any other temporary medical condition. Medical issues related to participation in training and competition during pregnancy shall be discussed with the student-athlete by the Assistant Director of Athletics for Athletic Medicine, Athletic Trainer and the student-athlete's physician.

Following the pregnancy, and as with any other temporary medical condition, medical clearance will be required before the student-athlete will be permitted to return to practice or competition to ensure that it is safe for the student-athlete to do so.

### **PRE-PARTICIPATION PHYSICAL - NEW/ TRANSFERS AND RETURNERS**

#### **Electrocardiogram (ECG)**

All WSU student-athletes will undergo a pre-participation ECG prior to clearance for participation.

#### **Pre-Participation Paperwork for New and Transfer Student-Athletes**

All WSU student-athletes will undergo a pre-participation physical exam prior to clearance for participation. This includes completing medical history, insurance and legalese forms, physical examination by a team physician, lab testing, screening ECG, ImPACT baseline testing and on a case by case basis other diagnostic testing that may be required prior to clearance. Medical consultation and diagnostic testing (lab tests, x-rays, MRI, etc.) required prior to clearance will be covered. If an

echocardiogram is indicated due to an abnormal screening ECG, the echocardiogram will be covered.

#### **Pre-Participation Paperwork for Returning Student-Athletes**

All returning WSU student-athletes complete the returning pre-participation paperwork, insurance and legalese forms. Student-athletes have the option to request an appointment to see a team physician or orthopaedist at this time.

### **PRESCRIPTION DRUG SERVICES**

WSU Sports Medicine will pay copays/deductibles for WSU student-athletes who take prescription medications. A student-athlete should pick up what their insurance allows (a 30 day supply is typical and less common is 90 day supply). For student-athletes who have insurance that is not contracted with the filling pharmacy, a prescription is not covered by their insurance, and/or the student-athlete is not insured; these situations need to be reviewed by the Assistant Director of Athletics for Sports Medicine. WSU Sports Medicine will not pay for early refills unless authorized by the Assistant Director of Athletics for Sports Medicine.

### **PRIMARY CARE PHYSICIAN SERVICES**

All WSU student-athletes have full access to see the primary care team physicians during WSU Sports Medicine Clinics held at the Cougar Health Services. Office visits and procedures (laceration repair, ultrasounds, mole removals, etc.) are billed to the student-athlete's health insurance by Cougar Health Services for WSU Sports Medicine. If not an athletic-related injury, any balance will be the responsibility of the student-athlete. Coverage for any office visits to providers at Cougar Health Services or other medical clinics will be covered if not an athletic-related injury and approved by the sport athletic trainer.

## **SICKLE CELL TESTING**

Testing for sickle cell trait is required by the NCAA (Bylaw 17.1.5.1) for all student-athletes prior to participation with a team. Previously obtained results may be utilized in lieu of new testing, but a student-athlete's sickle cell trait status must be known to the WSU Sports Medicine staff prior to clearance for participation. Knowing a student-athlete has sickle cell trait allowed the athletic trainers to better help that student-athlete accomplish workouts, practice, and competitions in the healthiest way possible.

## **VISION SERVICES**

WSU Sports Medicine will cover 12-month supply of contact lenses per year for a student-athlete with approval from the sport athletic trainer and following an optometrist certifying the need. One pair of glasses may be substituted for contact lenses once during the student-athletes time at WSU. WSU Sports Medicine will cover up to \$200.00 on a pair of frames.

## **NON-COVERED SERVICES**

### **Prescriptions not covered:**

- Birth Control (excluding if prescribed for menstrual dysfunction)
- General Dermatological Conditions (such as acne)
- Sexually Transmitted Infections (STIs)

WSU Sports Medicine will not pay for procedures related to male or female conditions, chronic non-athletic related conditions, or diseases, such as cancer or internal organ disease, or no show or late cancellation appointment fees. These are the responsibility of the student-athlete/spirit squad member.

If a WSU student-athlete/spirit squad member suffers an athletic/participation related injury and receives medical care without a team physician referral and prior authorization from the athletic trainer, the student-athlete/spirit squad member does so at his/her own expense.

# **Athletics Substance Abuse Prevention Program**

The purpose of the athletic department's substance abuse prevention programming is to prevent abuse of drugs, alcohol, and legal/illegal substances and products among student-athletes by providing comprehensive, on-going, consistent education throughout the career of the student-athlete at WSU. WSU Athletics establishes a strong educational message for Cougar student-athletes reinforcing the expectation that student-athletes will be drug free throughout their career at Washington State University. This department-wide standard and message will be reinforced consistently by coaches, athletic administrators, support staff,

University mental health counselors, and designated peer leaders within each team.

## **DEFINITION OF REASONABLE SUSPICION**

At WSU, individuals can be tested based on reasonable suspicion. Reasonable suspicion will be based on the observation of behavior or conduct, or the presence of certain physical and emotional characteristics or patterns, which are symptomatic of the use of prohibited drugs or abuse of alcohol. Reasonable suspicion includes, but is not limited to, violation of state laws or university regulations, behavior changes, outward signs (odor of marijuana or alcohol). Examples include but

are not limited to DUI, violent conduct, including assault and sexual assault, vandalism, theft, chronic fatigue or loss of vitality, decreased interest or effort in practices and competitions, noticeable decline in academic effort or performance, prolonged illness or injuries, unexpected weight and/or strength gains or losses, unexplained fluctuations in moods expressed as inappropriate irritability, hostility, anxiety, anger or withdrawal.

### **WSU ATHLETICS DRUG TESTING CONSULTING COMMITTEE**

The WSU Athletics Drug Consulting Committee (DT Consulting Committee) will be composed of at least four of the following individuals: Deputy Director of Athletics/SWA, Associate Director of Athletics for Athletic Medicine (Medical Director), Assistant Director of Athletics for Athletic Medicine (Assistant AD for Athletic Medicine), Head Coach and/or team athletic trainer.

### **PROCEDURE FOR DETERMINING REASONABLE SUSPICION**

- An athletics department staff member notifies any member of the DT Consulting Committee who will then inform the Drug Testing Supervisor (DT Supervisor) who then verifies reasonable suspicion through more than one source.
- DT Consulting Committee reviews the information provided by the DT Supervisor. If all members of DT Consulting Committee agree, then Executive level oversight will provide final determination to proceed with drug test. Once decision is made to proceed with drug test, the DT Supervisor updates the head coach or designee and the team athletic trainer.
- The student-athlete will be informed that if they refuse or fail to produce a urine sample it will be considered the first positive test with resulting consequences.

### **TESTING PROCEDURE**

- The Director of Athletics (or designee) or the Executive Level Oversight Deputy Director of Athletics/SWA will authorize the DT Supervisor to facilitate a drug test.
- Drug Testing will take place in the Bohler Athletics Complex/Cougar Football Complex via urine collection and will be managed and witnessed by DT Supervisor or DT Site Coordinator (includes one gender appropriate witness). Testing procedures will comply with the approved testing protocol. (Appendix A).
- The testing procedure will conclude once an adequate sample (a sample that tests for a Specific Gravity 1.005 or greater). Once a sample is obtained, it will be sent to a testing laboratory.
- An adulterated sample, as determined by the lab, will be considered a positive test, and may result in immediate and additional consequences. If there is an attempt for an adulterated sample during the test, sample will be discarded, and a new sample will be provided.
- The DT Supervisor immediately notifies the DT Consulting Committee of the laboratory results. The DT supervisor or designee communicates the drug test results to the student-athlete and the head coach.

### **CONSEQUENCES OF A POSITIVE TEST**

*(The following consequences are in place for the duration of a student-athlete's athletic career at Washington State University)*

#### **First Positive Test Result**

- The student-athlete will be referred to Palouse Recovery Center for assessment.
- The student-athlete will be immediately placed in **mandatory drug/alcohol counseling** and retesting within the

departmental drug testing program until released by athletics administration and the DT consulting committee.

- A behavioral contract may be administered after the first positive test, based on the consulting committee's recommendation.
- From the coach or director of athletics' office, the student-athlete will call parents/guardians to inform them of the positive drug test.
- The head coach of the team has the discretion to dismiss an athlete from the team at any time during this process.

### **Student-Athlete Right to Request a Review**

Student-athletes who test positive for a banned substance by the laboratory retained by the institution may, within 72 hours following receipt of notice of the laboratory finding, contest the finding. Upon the student-athlete's request for additional testing of the sample, the Director of Athletics/designee will formally request the laboratory retained by Washington State University to perform testing on specimen B. Specimen B findings will be final, subject to the results of any appeal. If Specimen B results are negative, the drug test will be considered negative.

Student-athletes who test positive under the terms of this policy, will be entitled to a hearing with the director of athletics or his/her designee to the imposition of the sanction. Requests for such a hearing must be made within 48 hours of notification of a positive test result. If the 48 hours would end on a weekend, the request must be made by noon on the next business day. Requests must be in writing and received by the director of athletics or his/her designee.

The student-athlete may have an advocate or other representative present if the student so desires. However, the student-athlete must present his or her case. The meeting should take place no more than 72 hours after the writing request is received. Either the student-athlete or the other

parties involved may request an extension of time to the director of athletics, who will consider whether to grant the extension upon a showing of good cause. These proceedings shall include an opportunity for the student-athlete to present evidence, as we assess to review the results of the drug test. The proceedings shall be confidential. The decision by the director of athletics or his/her designee regarding the sanction to be imposed shall be final.

### **Second Positive Drug Test Result**

- Based on the results of the substance abuse/behavioral assessment, the senior associate director of athletics and/or sport supervisor will complete a behavioral contract with the student-athlete. The director of athletics, sports supervisor, and consulting committee will have the opportunity for input. The contract will include subsequent drug testing and counseling and will be monitored by the medical director and assistant director of athletics for athletic medicine.)
- Following the second positive drug test, if the expectations as stated within the behavioral contract are not met, the student-athlete may be suspended from practice and/or competition. Reinstatement will be determined by the director of athletics after receiving recommendations from the DT Consulting Committee.
- The head coach of the team has the discretion to dismiss an athlete from the team at any time during this process.

### **Subsequent Positive Tests**

If a third positive occurs, and is verified as non-medically related, DT Supervisor will notify the DT Counseling Committee. The DT Executive Level Oversight will then notify the director of athletics or designee. The director of athletics or senior associate director of athletics or designee will then notify the head coach. The student-athlete must meet with the director of athletics to determine future status on the team.

### **SAFE-HARBOR USE/ABUSE OF ALCOHOL/OTHER DRUGS BY STUDENT-ATHLETES**

Any WSU student-athlete who feels he/she has a problem with the use of alcohol and/or other drugs may request assistance through any athletics department staff member or through their Pre-Participation Exam. A student-athlete is not eligible to enter the Safe Harbor Program:

- More than one (1) time
- Prior to being notified of an impending drug test (NCAA or departmental)
- Prior to having legal charges made for alcohol and/or drug related behavior
- Prior to receiving a Reasonable Suspicion claim from Departmental staff members

Washington State University will work with the student-athlete to prepare a Safe Harbor treatment plan, which may include confidential drug testing. The student-athlete will be tested for banned substances upon entry into the Safe Harbor Program and such a positive initial test will not result in any administrative sanctions except those listed in this section (i.e., the team physician may suspend the student-athlete from play or practice if medically indicated). A student-athlete will be permitted to remain in the Safe Harbor Program for a reasonable period of time as determined by Palouse Recovery Center.

Any positive test indicating new substance use and/or alcohol use after the initial Safe Harbor Program test will be treated as a new subsequent positive and will be treated as a first positive test. Student-athletes in the Safe Harbor Program may be selected for drug testing by the NCAA at any time.

The director of athletics, medical director, assistant athletic director for athletic medicine may be informed of the student-athlete's participation in the Safe Harbor Program. The athletic trainer assigned to the student-athlete's sport will also be notified.

It is important to clarify that being in treatment still requires the student-athlete's compliance with applicable NCAA, institutional, athletics department alcohol and drug policies. This includes participating

in any required NCAA drug testing or WSU Athletics Department drug testing based upon reported reasonable suspicion. Like any other student-athlete, you will be accountable for any violation of these policies including positive drug testing results.

## **Appendix A:**

### **WSU Athletics Drug Testing Protocol and Communication Plan**

- Reasonable suspicion reported/referred to Drug Testing Supervisor (DT Supervisor).
- DT Supervisor verifies reasonable suspicion through more than one source and documents in drug test file.
- If reasonable suspicion exists, DT Supervisor moves drug test request and description of reasonable suspicion to the Drug Testing Consulting Committee (DT Consulting Committee) via secure messaging system.
- DT Consulting Committee responds to request via secured messaging system. If all members are in agreement, drug testing will be completed.
- DT Supervisor updates the head coach or designee and team athletic trainer. The team athletic trainer will arrange and confirm student-athlete's meeting time (based on student-athlete's academic schedule) with DT Supervisor in the BAC or CFC.
- DT Supervisor meets with student-athlete and explains the reasonable suspicion, responds to questions, and reviews the Drug Testing Acknowledgement Form. Student-Athlete signs acknowledgment form. (*Attachment A*)
- DT Supervisor takes student-athlete to drug testing site to meet the Drug Testing Site Coordinator (DT Site Coordinator).
- DT Supervisor and/or the DT Site Coordinator facilitates the drug test (with gender-appropriate athletic trainer as witness). The DT Supervisor or the DT Site Coordinator packages and mails sample to the lab.

- DT Supervisor and the DT Site Coordinator receives drug test results from the Lab.
- DT Site Coordinator updates and maintains drug testing data and annual summary report.
- DT Supervisor forwards drug testing results to the DT Consulting Committee via secure messaging system.
- The student-athlete enters the Student-Athlete Assistance Program and the team athletic trainer facilitates scheduling with Palouse Recovery Center.
- DT Supervisor communicates with the student-athlete regarding the results.
- If Positive: Drug Testing Executive Level oversight discusses with Head Coach current actions that need to take place (i.e. call parents, behavioral contract, expulsion)

## Gender Identity/Expression and Sexual Orientation

### COMMITMENT STATEMENT

Washington State Athletics is committed to creating and maintaining a safe, inclusive, and equitable environment for all LGBTQIA+ student-athletes and staff. In so doing, we demonstrate clear support and pride for our LGBTQIA+ student-athletes and staff, which is reflected in policy, programming, and athletics culture.

WSU Athletics has also partnered with campus and national organizations to provide comprehensive support and programming for our LGBTQIA+ student-athletes and staff, including the WSU LGBTQIA+ Center at WSU and Athlete Ally.

### EXECUTIVE POLICY 15

WSU does not discriminate on the basis of race, sexual orientation, gender identity or expression, religion, age, color, creed, national or ethnic origin, marital status, genetic information, status as an honorably discharged veteran or member of the military, physical, mental, or sensory disability, including the use of a trained service animal, or immigration or citizenship status.

WSU Compliance and Civil Rights (CCR) accepts reports and formal complaints of discriminatory harassment, sexual harassment, and sexual misconduct

provides multiple resolution paths including investigations, and advises faculty, staff, and students on appropriate management of such issues.

If you feel that you have experienced or witnessed discriminatory conduct, you can contact WSU Compliance and Civil Rights (509-335-8288) to discuss the resources that are available to you (including confidential resources), as well as reporting options.

More information can be found at the CCR website: <https://ccr.wsu.edu/>

### RESOURCES

#### Athletics/Campus Resources

- WSU Athletics LGBTQIA+ Affinity Group: CPSAA (Cougar Pride Student-Athlete Alliance): For more information, or to join, please follow wsucpsaa on Instagram or contact the athletic department's Director of Inclusion & Belonging
- The LGBTQ Center at WSU: The LGBTQ Center serves and supports LGBTQ+ students, faculty, staff, and alumna throughout the Washington State University system by providing resources, fostering community building, and relevant initiatives. Additionally, they promote academic and personal

growth, learning, and development for students. While they foreground the needs of LGBTQ+ students, staff, faculty, and alumnae they serve the entire Washington State University system through training, consultation, advocacy, and coalition building to advance access and equity throughout the institution. You may contact the LGBTQ+ Center via phone at 509-335-8841, via email at [GIESORC@wsu.edu](mailto:GIESORC@wsu.edu), or in person in CUB 401 (Monday-Friday, 8am-5pm).

- WSU Women's Center: The Women's Center mission to to engage with the multi-dimensional experience of women, to challenge patterns of injustice for people of all genders, and to provide a welcoming and inclusive space. They elevate all marginalized voices while prioritizing prerogatives to learn, organize, and support one another as peers and mentors. They foster a community dynamic both within and beyond the Women's Center that is collaborative, creative, and inclusive. They welcome anyone of any gender and respect everyone who walks in for who they are.

The Coalition for Women Students (CWS) is comprised of ten organizations and includes the Queer Intersections Association (QIA). QIA focuses on issues that encompass Queer folks or color's experience. More information can be found online at <https://women.wsu.edu/coalition-for-women-students/queer-intersections-association/>.

The Women's Center also facilitates Cougar Safe Rides. Cougar Safe Rides is a volunteer-run program that offers free rides home at night to the WSU Pullman Community on Thursday, Friday, and Saturday. They differentiate themselves from taxi and ride share services by only providing rides to residential locations, and locations on campus such as the CUB, lecture halls, and the Spark.

They will pick up riders anywhere within Pullman City limits, including stores and bars. For more information, contact them at [cougar.safe.rides@wsu.edu](mailto:cougar.safe.rides@wsu.edu).

You may contact the Women's Center via phone at 509-335-6849, via email at [womens.center@wsu.edu](mailto:womens.center@wsu.edu), or in person at Room 8 in Wilson-Short Hall, ground Floor.

- WSU Counseling and Psychological Services (CAPS): WSU Counseling and Psychological Services has the counseling group Trans\*cend, a Gender Diversity Support Group, during the fall and spring semesters. To join, or for more information, please contact the CAPS front desk at 509-335-4511, or visit their website at <https://cougarhealth.wsu.edu/group-counseling/>
- LGBTQ+ Mental Health and Medical Care: WSU Athletic Medicine is committed to providing safe, affirming mental health and medical care for LGBTQ+ student-athletes. To schedule a confidential mental health appointment through the athletic apartment, please contact Connor Hartley, Athletics Mental Health Clinician, at [connor.hartley@wsu.edu](mailto:connor.hartley@wsu.edu)

To schedule a medical appointment, you may work with your Athletic Trainer or contact Sunday Henry, M.D. at 509-335-0238 or via email at [sunday.henry@wsu.edu](mailto:sunday.henry@wsu.edu)

Student-athletes can also have access mental health and medical care on campus through Cougar Health Services (CHS) or CAPS. CHS and CAPS are also committed to providing safe and affirming care for all students. More information can be found Online at <https://cougarhealth.wsu.edu/>

## NATIONAL RESOURCES

- **Athlete Ally:** Athlete Ally's mission is to end homophobia and transphobia in sport and to activate the athletic community to exercise their leadership to champion LGBTQI+ equality. CPSAA works closely with Athlete Ally to lead and facilitate trainings and workshops to provide education to student-athletes, coaches, and staff. More information is available at <https://www.athleteally.org/>
- **National Collegiate Athletic Association (NCAA):** The NCAA offers many resources to support LGBTQ+ student-athletes and staff, including LGBTQ Inclusion Best Practices, LGBTQ Terminology, and more. These resources are available at <https://www.ncaa.org/sports/2016/3/2/lesbian-gay-bisexual-transgender-and-questioning-lgbtq.aspx>.

- **The Trevor Project:** The Trevor's Project mission is to end suicide among LGBTQ young people. Through legislation, litigation, and public education, The Trevor Project is the leading advocate for the mental health of LGBTQ young people. They provide information and support 24/7, all year young through call, text, or chat, anytime you need support.

You can text a Trevor project counselor by texting "START" to 678-678. If you'd like to call and hear a live voice on the line, call 1-800-488-7386. You may also chat Online with a counselor. You can access this link and more information at <https://www.thetrevorproject.org/get-help/>.

## Active Assailant/Armed Intruder Protocol

### EMERGENCY MANAGEMENT

Each term, the Office of Emergency Management conducts a test of the WSU Alert System on the Pullman Campus. Most recently, the test reached 23,537 students, faculty, staff, and parents within five minutes via text, phone and email. During each test, all notification mechanisms may be activated; therefore may receive multiple alerts as well as hear the outdoor warning sirens. WSU also tests its electronic door locking system each spring semester.

Prior to an emergency:

- Be aware of your surroundings
- Become familiar with building you frequently visit
- Identify emergency exits
- Ask department faculty/staff about emergency operations plans

During an actual emergency like a hostile intruder, you should: (Run, Hide, Fight)

- Run to a safe place((Get away if it is safe to do so)

- Find a space with a lockable door (classrooms and offices)
- Lock or barricade the door
- Cover the windows as well as possible
- Silence all audio devices (phones)
- Turn off the lights
- Quietly form a plan to attack if an intruder enters your space with hostile intent

In any emergency, WSU encourages students, faculty and staff to be personally aware of developing incidents, assessing each emergency individually, and taking actions to ensure safety of all.

## Mental Health Services

The WSU Athletics Department is committed to student-athlete mental health and place a high priority on providing student-athletes with easy access to mental health care. All student-athletes are encouraged to seek mental health services at any time. Our department's mental health team provides confidential consultation and treatment for student-athletes dealing with a wide range of concerns, including stress, adjustment, insomnia, anxiety, depression, grief, trauma, panic, OCD, eating disorders, career, body image, sexual orientation, gender identity, relationship concerns, anger, ADHD, injury recovery, headaches/migraines, IBS, sexual dysfunction, and other health-related symptoms and stressors. Student-athletes may also reach out due to performance anxiety and a desire for sport psychology services. Biofeedback is available as an adjunctive to treatment through CAPS, when needed. SAD lamps ("happy lamps") are also available for student-athletes with seasonal mood concerns, to check out during winter months. Treatment is collaborative, evidence-based, and sensitive to the diverse needs of each individual student-athlete. Our department follows the best practices recommendations put forth by the NCAA Sport Science Institute to optimize student-athlete mental health and overall wellbeing.

If you are not receiving emergency notifications, please check to make sure your contact information is correct or complete your registration in the Emergency Contact link found at myWSU. To view current alerts, please visit <http://alert.wsu.edu> and see [oem.wsu.edu](http://oem.wsu.edu) for emergency preparedness tips. For additional contact WSU Emergency Management or WSU Police.

To schedule an appointment, you may contact our mental health counselor directly:

Connor Hartley, Ed.M, LMHC  
Bohler Athletic Complex 182B  
Email: [connor.hartley@wsu.edu](mailto:connor.hartley@wsu.edu)  
Office: 509-335-43066

For assistance scheduling an appointment, you may also contact:  
Dr. Sunday Henry, M.D.  
Director of Athletic Medicine  
Bohler Athletic Complex 128  
Email: [sunday.henry@wsu.edu](mailto:sunday.henry@wsu.edu)  
Office: 509-335-0238

Dr. Blake Corcoran, M.D.  
Team Physicians, Cougar Health Services  
Washington Building  
Phone: 509-335-3575

Team Certified Athletic Trainers  
Bohler Athletic Complex M4  
Cougar Football Complex 320

### **Student-Athlete Crisis**

Student-athletes who are feeling suicidal or who are in crisis are encouraged to seek immediate support with any of the following urgent contacts. Mental Health care during and after a crisis will also be closely coordinated with the clinical psychologist and team physician, as well as other care team members as needed.

24/7 Crisis Line: 509-335-2159

Call 911 or go to the emergency room

Alternatives to violence to the Palouse:  
509-332-4357

## **NCAA Drug Testing Program**

With their approval of Proposal No. 30 at the January 1986 NCAA Convention and Proposal Nos. 52-54 at the January 1990 Convention, NCAA institutions reaffirmed their dedication to the ideal of fair and equitable intercollegiate competition at their championships and postseason bowl games. To further the protection of competing student-athletes - specifically, so that no one participant might have an artificially induced advantage or feel pressured to use chemical substances to gain an unfair competitive advantage, the NCAA drug-testing program was created. This program provides for year-round drug testing.

All NCAA member institutions are subject to NCAA drug testing. The NCAA drug-testing program involves urine collection and laboratory analyses for substances on a list of banned-drug classes approved by the NCAA Board of governors. This list consists of substances generally purported to be performance enhancing and/or potentially harmful to the health and safety of the student-athlete. Notably:

- **Student-athletes are held responsible for use of all banned substances at all times**

- Generally, the NCAA tests for anabolic agents, anti-estrogens, diuretics and masking agents, and peptide hormones and analogues, during the year-round testing program. In championship and postseason testing, the NCAA also will include testing for beta-2 agonists, beta blockers (in rifle), stimulants, and illicit drugs. In any case, the NCAA may test for any banned drug at any time.
- Other testing occasions, such as reinstatement tests, follow-up tests, and breach of protocol, may include testing for all banned drug classes.

**NCAA BANNED DRUG CLASSES** The NCAA bans the following classes of drugs:

- Stimulants
- Anabolic agents
- Alcohol and beta blockers (banned for rifle only)
- Diuretics and other masking agents
- Illicit drugs
- Peptide hormones and analogues
- Anti-estrogen
- Beta-2 agonists

**NOTE:** Any substance that is chemically/ pharmacologically related to these classes also is banned. The institution and the student-athlete shall be held accountable for

all drugs within the banned-drugs class regardless of whether they have been specifically identified. Examples of substances under each class can be found at [ncaa.org/drugtesting](http://ncaa.org/drugtesting). There is no complete list of banned substances.

### **OVER-THE-COUNTER DRUGS**

Many over-the-counter products contain drugs found on the NCAA banned list and **could result in a positive drug test.** Examples are cough syrups, lozenges, eye drops, cold medications, diet products, nasal sprays, and allergy medication. There may be occasions when these drugs are necessary for the proper treatment of a medical problem. **Ephedrine and Bromantan were added to the list of banned drug classes in 1997 Ephedrine (ephedra) is contained in many supplement products and student-athletes need to be warned that the use of such products may results in a positive NCAA drug test.** Student-athletes must consult with the athletic training staff and/or team physician before taking any drugs.

### **DRUGS AND PROCEDURES SUBJECT TO RESTRICTIONS**

- Blood and gene doping
- Local anesthetics (permitted under conditions)
- Manipulation of urine samples
- Beta-2 agonists (permitted only by inhalation with prescription)

### **NUTRITIONAL/DIETARY SUPPLEMENTS**

**Warning:** Before consuming any nutritional/dietary supplement product, review the product and its label with your sport's performance dietitian

- Dietary supplements, including vitamins and minerals, are not well regulated and may cause a positive drug test
- Student-athletes have tested positive and lost their eligibility using dietary supplements
- Many dietary supplements are contaminated with banned drugs not listed on the label

- Any product containing a dietary supplement is taken at your own risk

It is your responsibility to check with your sport's performance dietitian **before** using any substance

**There is no list of NCAA-approved dietary supplement products.**

### **MEDICAL EXCEPTIONS PROCEDURES**

The NCAA recognizes that some banned substances are used for legitimate medical purposes. Accordingly, the NCAA allows exceptions to be made for those student-athletes with a documented medical history demonstrating the need for treatment with the banned medication.

**Exceptions may be granted for substances included in the following classes of banned drugs:**

- Stimulants
- Anabolic agents
- Beta blockers
- Diuretics
- Peptide hormones and analogues
- Anti-estrogens
- Beta-2 agonists

No medical exception review is available for substances in the class of illicit drugs.

**NOTE for ADHD Stimulants:** To request a medical exception request for a positive test involving stimulant medication to treat Attention Deficit Hyperactivity Disorder, the NCAA requires documentation be accompanied by the form, "NCAA Medical Exception Documentation Reporting Form to Support the Diagnosis of Attention Deficit Hyperactivity Disorder and Treatment with Banned Stimulant Medication," located at [ncaa.org/drugtesting](http://ncaa.org/drugtesting).

**There is no medical exception available for substances in the illicit drugs class.**

## APPEALS

The NCAA drug-testing program allows an institution to appeal a positive drug test on behalf of a student-athlete who has tested positive for an NCAA banned substance or who has violated the NCAA drug-testing protocol.

## COMMONLY ABUSED SUBSTANCES AND THEIR IMPACT ON ATHLETIC PERFORMANCE AND ELIGIBILITY

**Alcohol:** Alcohol is a nervous system depressant. At high dosages, effects include mood swings, impaired judgment, and inability to control motor functions. Alcohol can impair a student-athlete's performance through dehydration, depleting vital nutrients, and interfering with restful sleep and recovery.

**Tobacco:** Tobacco contains nicotine, a stimulant, and a multitude of damaging chemicals. Smoking tobacco damages lung tissue and reduces lung capacity. Spit tobacco use contributes to soft-tissue inflammation in the mouth and increases the risk of oral cancer. Tobacco use, in all forms, is prohibited during practice and competition by student-athletes and game personnel and use of such may result in ejection from the game.

**Marijuana:** Marijuana contains the active ingredient THC. Marijuana use is linked to anxiety and panic reactions, respiratory damage, short-term memory impairment and a decreased focus on goals and personal achievement. Marijuana use is banned by the NCAA and can result in suspension.

**Cocaine:** Cocaine is a stimulant that can contribute agitation, elevated heart rate and increased blood pressure; toxic levels can result in respiratory failure and heart attack. Cocaine is an illegal drug and is banned by the NCAA.

**Anabolic Steroids:** Anabolic steroids are synthetic versions of the male hormone testosterone. Anabolic steroid use changes the body's hormonal balance, exaggerating male sex characteristics, and can contribute to increased acne, mood swings, secondary sex characteristic changes and violent behavior. Long-term heavy use has been implicated in organ damage. All anabolic steroids are banned by the NCAA.

**Narcotics:** Narcotic analgesics (pain killers) block pain and cause sleepiness, and at higher doses affect breathing, heart rate and blood pressure. Narcotics are not banned by the NCAA but are controlled substances and should be obtained only from qualified medical personnel through a prescription.

**Stimulants:** This group of drugs include a wide variety of chemicals, ranging from caffeine and ephedrine to Ritalin and Adderall (amphetamine). Stimulant abuse can cause anxiety, panic, paranoia, and delusions. Stimulant use during exercise can contribute to increased body temperature and dehydration. Stimulants are banned by the NCAA - see "Medical Exceptions" for drugs prescribed to treat ADD/ADHD drugs.

## Performance Nutrition Education and Consultation

Nutrition choices impact a student-athlete's health, as well as their athletic and academic performance. All teams have an assigned team dietitian to provide sport-specific education and individual consultations. Examples or circumstances that may warrant a consultation include:

### Performance Nutrition issues (not a complete list)

- Early or unexplained fatigue
- Muscle cramping
- Goals for body composition changes
- Undesired weight changes
- Hydration issues
- Supplement questions
- Meal, snack, eating on the road as well as shopping and cooking tips and ideas

## Medical Nutrition Issues (not a complete list)

- Anemia
- Overly restrictive eating/or repetitive dieting
- Relative Energy Deficiency
- Food allergies/sensitivities
- Celiac Disease
- IBS
- Vitamin/mineral deficiencies
- Injury recovery
- Missed menstrual cycles

The performance RDs work closely with the Certified Athletic Trainers (ATCs), Team Physicians, and Strength Coaches. The RDs keep sensitive medical and personal information confidential, disclosing only pertinent information among the athletic medicine team as necessary.

## **PERFORMANCE NUTRITION CONSULTATION**

The WSU athletics department offers support of student-athletes' health, academic and athletic performance through nutrition support and education.

*Want to schedule a meeting with the Performance Nutrition RDs?* Student-athletes are welcome to contact their team dietitian via email or by dropping by the Nutrition Office in Bohler M80.

When contacting the RDs, please provide the following information:

- Your first and last name, e-mail address and/or phone number
- Your sport and reason for requesting a consult
- Which times you are available to meet

## What is the first nutrition appointment like??

- This depends on the severity of the nutrition related concern/question/issue but can range from a student-athlete completing a screening form to summarize current health status and nutrition habits, to answering specific question/s a student-athlete has about a certain nutrition topic. Typically takes 1 hour

- Student-athletes and RD make performance and/or health goals related to nutrition and create plans to reach them

## Follow-up Meetings

- The student-athlete, RD and/or team physician will decide if there is a need for on-going nutrition sessions.
- Session typically takes 30 minutes
- Referrals to Team Physicians, Team ATC, Athletics Psychologist, Wellbeing Counselor and/or other specialty may be recommended by the RDs

## Body Composition Changes

- **Weight and body composition** are not interchangeable. Weight can be a misleading value and is often overemphasized. Weight should not be seen as the sole determinant to performance. Body composition is a more influential factor on athletic performance, however, ***"Keep in mind, no one best percentage of body fat exists for athletes. The best percentage is the one that allows you to feel good, perform well, and eat appropriately."*** Nancy Clark's Sports Nutrition 5th Edition
- If you are concerned that your body composition is influencing your performance, you should consult with the performance RDs to create a healthy approach for body composition change. This is important in order to ensure that your health and performance do not suffer
- Extreme weight-loss or weight-gain methods should be avoided since that can hurt athletic performance, increase risk for injury and potentially damage your current and future health
- Body composition changes should be accomplished **gradually during the off-season or pre-season**, before competition begins

### **Important Factors to Consider:**

- With intense training, athletes must get enough calories to improve performance and maintain health
- Low energy intake can cause a loss of muscle mass, loss of bone density, increased fatigue, menstrual dysfunction, injury, illness and/or mood imbalance
- Optimal body fat levels vary based on the athlete's sex, age, genetic background, and by the sport itself
- Fat intake should not necessarily be promoted for efforts to gain weight, nor should it be severely restricted in attempt to lose weight. Protein, carbohydrate and fat intake must remain adequate for individual needs during weight change
- Athletes put themselves at a high risk or nutrient deficiencies when they over-restrict their intake or use severe weight-loss practices, eliminate one or more food groups from their diet, or consume high-calorie diets with low nutrient density

### **Setting and Monitoring Goals**

- Set realistic weight and body composition goals as agreed upon the Athletic Medical staff (ATC, RD and team physicians)
- Encourage balanced food choices, nutrient timing and training to reach goals, and avoid focusing solely on the scale
- Monitor progress by measuring changes in exercise performance and energy level, body composition, the presence of injuries, normal menstrual function, and general overall well-being
- Develop lifestyle changes that help athletes maintain a healthful weight for themselves
- Weight change goals of more than 10 pounds should be managed by the RDs

### **Desired Weight Gain**

- To gain weight a student-athlete must be in a state of healthy energy balance. Gradual weight gain of no more than 2 pounds per week is recommended to ensure lean body mass gain
- The pace of weight gain will depend on the athlete's genetic makeup, degree of positive energy balance, number of rest/recovery days per week, amount of sleep, and type of exercise training program
- A protein-focus diet is not the best way to gain muscle, and may carry negative health risks. Increased calories from all food groups are needed
- It is important to contact the Performance RDs if you are considering weight gain to enhance athletic performance

### **Desired Weight Loss**

- Weight loss goals are somewhat more challenging, since reducing calorie intake may hinder athletic performance and cause loss of lean muscle mass, leading to strength and power decline if approached improperly. Gradual weight loss of no more than 1/2 pound to 2 pounds per week is the most effective, long-term, and safe approach to weight loss. It is important to contact the Performance RDs if you are considering weight loss to enhance athletic performance

### **SUPPLEMENTS AND PERFORMANCE-ENHANCING DRUGS/SUBSTANCES**

Food should be the primary source of nutrients "Food First Philosophy". Nutritional supplements may provide added fluids, carbohydrates, protein, vitamins, and minerals to an athlete's diet. In combination with balanced nutrient intake coming from food, nutritional supplements may help some athletes best meet their individualized nutritional needs. Athletes should avoid

replacing any food source in the diet with nutritional supplements, except if a student-athlete is vegan or has a medical condition impeding the absorption of certain vitamins, minerals, and/or nutrients from certain food sources.

Athletes can consume sufficient amounts of nutrients by eating a variety of food. Nutritional supplementation is ineffective if athletes do not regularly consume nutrient supplements as a means to enhance performance. This abuse occurs despite mixed outcomes in research, high cost, a potential positive drug test resulting in loss of eligibility, and potentially harmful side effects. **It is the student-athlete's responsibility to make sure any supplements taken other than WSU-approved products are safe, legal, and NCAA compliant. Athletes must schedule a consultation with their team dietitian prior to purchasing a supplement.**

The use of nutritional supplements can be problematic because nutritional supplements **are not subject to United States Food and Drug Administration guidelines**. Therefore, the contents of supplements may not be accurately listed in the label, which can lead to health problems and a positive drug test. Many supplements, quantities of the supplement, and/or ingredients in the supplement are not verified for safe use, are not NCAA compliant, and may not be proven to positively affect performance. Many supplements advertised in magazines, on television, and on the Internet are of questionable value.

Because of the potential supplement problems, the position of Washington State University's Athletics Department is as follows:

**"Consumption of nutritional supplements, ergogenic aids, or other performance-enhancing substances**

**not approved by the Washington State University Athletics Department is strongly discouraged. The Washington State University Athletics Department, or any of its employees, will not purchase, distribute, or assist with the acquisition of any unapproved substances for student-athletes."**

**Approval of supplements for distribution to WSU student-athletes based on the following criteria:**

- Empirical research regarding efficacy and safety of the product formulation;
- Supplement carries a third party tested certification through programs such as NSF Certified for Sport, Informed Choice, USP, BSCP, Informed Sport;
- Determined need for nutrients contained in supplement
- Low risk for any undesired side-effects;
- Compliance with NCAA and IOC rules and regulations;
- Any other factors deemed relevant

**Approval is granted through:**

The supplement approval committee meets to review supplements for safety and efficacy.

The nutrition supplements and performance enhancing substances statement will be read and signed by each student-athlete every year.

See the Performance RDs if you have any questions regarding supplements.

Please refer to the NCAA Banned Drug List by going to [www.ncaa.org](http://www.ncaa.org), click "Academics and Athletics," "Personal Welfare" and Banned Drug List. "Note: The NCAA does not provide an entire list of specific banned drugs; only drug categories and examples.

# Performance Nutrition Program Student-Athlete Meal Options

## FUELING STATIONS

### **Purpose:**

The fueling station sites at WSU promote both access and utilization of their resources. They provide pre- and post-workout fueling options as well as grab-and-go items for snacking throughout the day. All the selections provided help promote student-athlete health and performance through supplementing daily energy needs, enhancing recovery from training sessions, and providing essential vitamins and minerals. Out performance dietitians are available to help navigate these spaces and are available to meet with individual student-athletes to provide additional nutritional support.

### **Locations:**

- Crimson Hub - Bohler Weight Room (all student-athletes)
- Gray Hub - Cougar Football Complex football student-athletes only)
- Baseball Hub - Baseball Facility (baseball student-athletes only)

### **Hours of Operation:**

Refueling stations mirror the wight room or facility scheduled hours

### **Menu Options:**

The fueling stations offer a wide variety of items to support the demands of physically active student-athletes including nutrient dense, whole-food products (i.e. oatmeal, breakfast cereals, string cheese, Greek yogurt, cut veggies, etc.), house-made bars and bites, specialty protein shakes, and freshly blended smoothies. They also offer a variety of foods that can be utilized to build breakfast sandwiches or wraps and offer weekly rotating snacks and salad options. Fueling station sites also have hydration enhancing electrolyte solutions available foe use and are where individual athlete supplements are distributed.

### **Facility, Budget, and Staff Oversight:**

- Lindsay Brown, MS RD CSSD, Assistant AD for Performance Nutrition
- Shae Carson, MS RD CSSD, Performance Dietitian
- Tyler Thomas, RDN, Performance Dietitian
- Rachael Rager, MS Performance Nutrition Graduate Assistant

### **Budget Source**

Performance Nutrition Centralized Supplement Budget

## COUGAR EXPRESS

### **Purpose:**

Cougar Express provides all student-athletes the opportunity to access a high-quality, nutrient dense meal as no cost to them. With a large operating window and impressive variety of offerings, the Cougar Express is sure to help student-athletes successfully fuel part of their day.

### **Location:**

Cougar Football Complex - Gray W Legends Lounge located on the 4th floor

### **Hours of Operations:**

Fall and Spring Semesters: Monday-Thursday, 9:30am-1:30pm. Days and hours of operation may alter the first and last week of each semester.

### **Who will Access:**

The mid-day fueling opportunity which is incidental to participation is available for all stdent-athletes.

### **Menu Options:**

Performance Nutrition staff collaborates with Gray W Executive Chefs to create the menus and offerings that ensure proper nutritional balance while also appealing to the taste preferences of our student-athletes.

The Cougar Express menu is a brunch that includes how breakfast and lunch options, fresh fruit, salad car and sandwich bar.

**Facility, Scheduling, Budgeting, and Staff Oversight:**

Kyle Watne, Gray W Legends Lounge Executive Chef

**Budget Source:**

Gray W Legends Lounge Budget

**COUGAR ATHLETICS TRAINING TABLE**

**Purpose:**

The Cougar Athletic Training Table (CATT) represents the ideal fusion of quality and nutritional excellence to promote peak athletic performance for our student-athletes. These meals are curated for a wider variety of flavors and ingredients are selected specifically for their nutritional qualities.

**Location:**

Cougar Football Complex - Gray W Legends Lounge

**Hours of Operation:**

Fall and Spring Semester, Beginning Week One; Monday-Thursday; 5:00-7:00pm

**Who Will Access:**

Head coaches choose to have his/her team participate in CATT. If participating, all scholarship student-athletes must attend the CATT meals chosen by the head coach.

Non-scholarship student-athletes or those on a team whose coach does not choose for the entire team to participate, may opt into the CATT program. See the compliance staff to process the appropriate paperwork to authorize the charges.

All participating student-athletes will be charges for a portion of the meal cost while the "enhanced" amount will be posted to the sport budget.

**Menu Options:**

The well-balanced, "all you care to eat" service line will include a variety of nutrient dense food options based of the WSU FUEL Program that will include: 2 entree stations including coordinating protein, carbohydrates and

vegetables, a pasta and chicken bar, salad, fruit, soup, etc.

Performance Nutrition staff collaborates with Gray W Executive Chefs to create the menus to ensure proper nutritional balance while also appealing to the taste preferences of our student-athletes.

**Facility, Scheduling, Budget, and Staff Oversight:**

Kyle Watne, Gray W Legends Lounge Executive Chef

**Budget Source:**

Student-Athlete Charge = \$13.75/meal (charges are placed on student accounts prior to the start of each semester).

**PRE-COMPETITION MEALS**

**Purpose:**

Pre-Competition meals are a vital component in preparing student-athletes for competition. Providing well-balanced meals specifically designed to enhance nutrient intake prior to competition can ensure adequate energy needs for the demands of competition, promote optimal body functioning, and help augment recovery. The Gray W culinary team in collaboration with Performance Nutrition Staff ensures appropriate menus are prepared to meet athlete fueling needs.

**Location:**

Cougar Football Complex - Gray W Legends Lounge 4th floor

**Hours of Operations:**

Determined by team's competition day and time

**Who Will Access:**

Head coaches choose to have his/her teams participate in a pre-competition meal.

**Menu Options:**

Team Dietitians work with the Gray W Culinary Team and sport staff to determine appropriate menus for pre-game meals.

# Strength and Conditioning Services

The Washington State University Athletic Department's Strength and Conditioning Program, under the Direction of Coach Todd Barbour, consists of four full-time certified strength and conditioning coaches and two professional graduate students. Each coach is assigned specific teams but at the same time out staff works closely together with the training of all sports. We are all Cougs trying to foster a Championship culture that we need to win at the national level. Our coaches provide sport-specific training to help our Cougar student-athletes reach their highest potential both physically and mentally. Optimal sport performance is acquired through various forms of training including strength, power, sport specific conditioning and speed, agility, mobility, flexibility, and proper nutrition.

Our staff develops training programs based on physical evaluations in order to bring about desired results. Factors such as body composition, mobility, muscular strength, vertical and horizontal power output, muscular endurance and cardiovascular endurance are taken into consideration.

The Cougar student-athletes benefit from a comprehensive plan and individualized strength and conditioning program designed to ensure the highest level of athletic and mental performance.

Our WSU Strength and Conditioning Department plan and individualized strength and conditioning program designed to ensure the highest level of athletic and mental performance.

Our WSU Strength and Conditioning Department challenges our athletes in the aspects of leadership/teamwork, work ethic, winning attitude, attendance

and the ability to follow instructions. The five-point criteria is used when determining the athlete(s) chosen for the annual Cougar Power Club Award. Athletes that exemplify the highest levels of achievement also become eligible for National Strength and Conditioning All-America honors.

## MISSION AND GOALS

The primary goal of the Cougar Strength and Conditioning Department is to produce highly trained athletes through designing and administering structured programs to improve athletic performance and reduce the risk and occurrence of athletic injuries.

Each program is designed for sport-specific training to achieve peak physical performance. Methods used include strength, power, mobility, speed and quickness, and polymetric exercises.

## Goals of Our Program

- **Prevent Injuries** - Health muscles and joints decrease the chance of injury. When an injury occurs, a strong, well-conditioned, and well-trained athlete will recover from the injury faster and spend less time in rehabilitation and limited participation. We assess incoming Freshmen, transfers, and returning Student-Athletes through a movement screen to evaluate movement quality.
- **Strong(er)/Strong(her)**- Strength is king and this is achieved through our 3 Phase Program Design which emphasizes strength, power, sport specific conditioning and speed, agility, mobility, flexibility, and proper nutrition. We provide sport specific performance testing to evaluate each student-athlete.

- **Enhance Sport Specific Speed** - Every sport is different and puts different stress on the athletes on linear speed, multiplane speed, agility/change of direction, and sport specific conditioning.
- **Improve Mental Development** - We strive to develop the ability to maintain effort, high level of focus, maturity, accountability, discipline, competitiveness, and loyalty. We try to minimize distractions and deterrents to achieve personal and team goals, as well as performance. In addition to the physical gains, the mental development achieved will empower the athletes and raise their level of athletic confidence preparing them to compete and succeed against anyone in the nation

### Overview of Our Program

- Incoming Freshmen Movement Screen
- Performance Testing
- Dynamic Warm Up and Activation Movements
- Concurrent Training Method - the concurrent method links together several different training abilities and simultaneously trains the, together all year long. Concurrent periodization focuses on the three basic pathways to gain muscle tension and muscle strength. The abilities that our system is centered around are the Max-Strength Method or Max Effort, Explosive-Effort Method or Dynamic Effort, and the Max Rep-Effort Method. With this philosophy we organize and manipulate these 3 methods to develop STRONG and EXPLOSIVE athletes from over a dozen different sports.
- Three-Phase Program Design Goals - we base the phases on the athletes training age (experience). All of our student-athletes start on the Green Sheet Program and progress through the Grey Sheet and Crimson Sheet.

## STRENGTH AND CONDITIONING

### COMPLEX HOURS

Monday - Thursday: 6:00a.m. - 6:00p.m.

Friday: 6:00a.m. - 4:00p.m.

Saturday - Sunday: by Team appointment

Any use of the strength and conditioning complex by sports teams beyond the regular schedule must be coordinated with a certified member of the strength and conditioning staff. Sport coaches may provide cardiovascular training in the upper area of the weight room **ONLY** if they are CPR/AED certified.

While school is not in session and during summer months, the strength and conditioning complex will have posted reduced hours. **Student-athletes have priority for facility and equipment at all times, and Fall Sports will get priority scheduling.**

## GUIDELINES

### Attire

- Showing Cougar pride is a part of strength and conditioning; therefore, Cougar Equipment room issued gear is required for training in the strength and conditioning complex.
- While we prefer that all athletes wear the crimson/gray workout gear that have been provided to every sport, we will permit the colors of **black, gray, white, and crimson.. No other colors may be worn.**
- All upper body apparel must have lettering representing either our school or a specific WSU sport, or be plain and match one of our four permissible colors.
- Lower body apparel does not have to be lettered, but **must** be one of the four permissible colors previously mentioned and issued by the WSU athletics equipment room.
- Tank tops, sleeveless shirts are permissible as long as they were ordered as such and sleeves are hemmed

- Baseball-style hats, other brimmed hats, or sandal-type footwear are not permissible.
- If you have questions regarding your attire, please see a member of the strength and conditioning staff.

### **The Room**

- Reading materials is not allowed while using any area of the weight room.
- Student-athletes are not allowed behind the front desk, or to sit on the counter
- Student-athletes are not allowed to use any telephones or cell phones in the strength and conditioning complex.
- Obscene language and profanity is prohibited at all times by all users of the strength and conditioning complex
- No loitering in the strength and conditioning complex. Do not sit on training equipment unless you are actually using it. Student-athletes are not allowed in the supplement room.
- No food, tobacco products, gym, or outside beverages in the strength and conditioning complex
- Only spill proof water bottles are acceptable.
- All users of the strength and conditioning complex must be current student-athletes of recognized varsity athletics teams, athletics department staff, or other persons authorized by the director for strength and conditioning. All users under the age of 16 must be accompanied by an adult.

### **Loss of Privilege**

- Willful violation of rules and guidelines.
- Failure to qualify as a continuing member of an athletic team.
- Withdrawal as a member of an athletic team.

- Suspension or dismissal from an athletic team. NOTE: use of the strength and conditioning complex will be denied until the student-athlete is reinstated as a continuing member of an athletic team, or an exception is authorized by the Deputy Director of Athletics/SWA.

### **Music**

- Student-athletes are not allowed to operate the stereo equipment in the strength and conditioning complex.
- Student-athletes are not allowed to wear a portable stereo/radio system on the first floor of the strength and conditioning complex during team workouts.

### **Equipment**

- All users of the strength and conditioning complex are required to put equipment back in its proper place after using it. If you don't know, ask a staff member
- All users of the strength and conditioning complex should report (to a strength staff member) any broken equipment or any injuries incurred while using the facility.
- Safety considerations when performing any free weight bench or incline exercise must include use of a spotter(s), a rack with safety bars, and use of collars to secure the weights to the bars
- Safety considerations when performing at 85% of their free weight squat exercise maximum must include use of a spotter(s), a rack with safety vars, and use of collars to secure the weights to the bars
- All users of the strength and conditioning complex are required to use collars while performing free weight exercises with a bar.
- Never attempt to save an Olympic lift. Simply let go of the bar if you lose control.

- Serious injury may occur during or as a result of improper lifting technique. Consult a member of the strength staff if you have any questions.

### **Other Information**

- Student-athletes are eligible for class credit for their strength training work-outs. Two different classes are available and can only be taken one time each.

- The classes are PEACT 101 and PEACT 112. Please see your strength and conditioning coach or academic advisors for details.
- The director for strength and conditioning has final say in all matters pertaining to authorized usage of the strength and conditioning complex.

## **VIOLENCE PREVENTION**

### **COMMITMENT STATEMENT**

Washington State Athletics recognizes that interpersonal violence, including sexual assault, is an issue on college campuses across the nation. In response, WSU Athletics has partnered with other campus entities to provide a proactive and integrated approach to violence prevention. Within Athletics we have developed violence prevention programming that includes education, behavioral expectations, values clarification, and bystander skills to help intervene in high risk situations. WSU Athletics is committed to the prompt identification, reporting, and remediation of all acts of violence and complying with all campus, state and federal reporting requirements.

### **VIOLENCE PREVENTION RESOURCES**

**Note:** Counseling, hospitals, medical providers and ATVP are confidential resources. Other resource may not be confidential, as they have mandatory reporting requirements.

### **EXECUTIVE POLICY 15**

“WSU’s Executive Policy 15 prohibits Discrimination and Harassment, including intimate partner violence, sexual assault, and stalking . This policy expresses WSU’s commitment to creating and maintaining a diverse, inclusive, accessible, and equitable community. The policy applies to all students, faculty, staff, and others having an association with the University, including but not limited to such personnel at all campuses and WSU employment sites. This policy also applies whether conduct occurs on campus or off campus, if the continuing effects of the conduct have the potential to unreasonably interfere with or limit an individual’s work, academic performance, living environment, personal security, or participation in any WSU activity.”

WSU recognizes that discrimination and harassment can impact the ability of students, staff, faculty, and community members to participate in, access, or reap the benefits of educational and employment opportunities.

## **Community**

- Alternatives to Violence of the Palouse (ATVP) **(509) 332-HELP** (24hrs.)
- Pullman Regional Hospital Emergency Department (509)336-7365
- Pullman Police (509)334-0802
  - **Emergency: 911**

## **Athletic Department**

- Connor Hartley, Mental Health Clinician  
connor.hartley@wsu.edu
- Anne McCoy, Deputy Athletic Director and Title IX Coordinator (509) 335-7149
- Dr. Sunday Henry, Senior Associate Athletic Director/Athletic Medicine (509) 335-0238

## **Campus**

- WSU Counseling Services:  
(509)335-4511 (8am-5pm), (509)335-215 (after hrs.)
- WSU Health and Wellness Services:(509) 335-3575
- Office of the Dean of Students: (509) 335-5757
- Office of Compliance and Civil Rights (509)335-8288
- Campus Police (509)335-8548
  - **Emergency: 911**

## **Definitions of Personal Violence:**

- Sexual Assault
- Sex and Gender Based Violence
- Dating Violence (physical and/or psychological)
- Stalking
- Bullying/Harassment

## **Understanding Sexual Consent**

- Many sexual assaults happen because one of the people involved think they have consent when they do not.
- Healthy sexual intimacy is mutual, un-coerced and consenting.

## **HOW DO YOU KNOW YOU HAVE CONSENT??**

### **Conditions of consent must be present:**

- Both participants must be conscious and able to communicate their willingness to engage in sexual activity.
  - *If a person, due to alcohol or drugs, is unable to understand the nature of consequences of the sexual act and unable to make rational, reasonable decisions, then this condition is not met.*
- Both participants are equally free to act.
  - *This means that force, coercion, physical violence, threats, or intimidation are not used to overcome resistance or gain consent to sexual activity.*
- Both participants have clearly communicated their consent
  - *This means that participants, through words or clear actions, have communicated consent.*
- Both participants share an understanding about the parameters of the activity.
  - *Consent to one activity does not mean consent to all sexual activities.*

These conditions are not absolutes, but the greater these conditions are present the greater chance that both participants are consenting.

## **REPORTING REQUIREMENTS**

WSU strongly encourages students and others to report incidents of sexual harassment, sexual misconduct, sexual assault, and other forms of sex and gender based violence, to the Office of Compliance and Civil Rights (CCR) or a Deputy Title IX Coordinator. More information on reporting, filing a complaint, or processes and procedures can be found at <https://ccr.wsu.edu/file-a-report/reporting-requirements/>

# **SECTION 5**

# **STUDENT- ATHLETE DEVELOPMENT**

# Career, Leadership and Personal Development Programming

## CAREER DEVELOPMENT

The Student-Athlete Development staff provides student-athletes with opportunities to explore career options, increase career competencies, and create a professional career plan while building network connections and recognizing transferable skills. Throughout the academic year, student-athletes may participate in various career development-focused programming and events.

- Career Advising and Exploration
- Career Readiness Competencies
- Resume and Cover Letter Creation
- Networking
- Professionalism

### Campus Career Development Resources

#### **Academic Success and Career Center -**

The Academic Success and Career Center is staffed with professional advisors and career counselors who specialize in assisting students with major selections, career development and planning. [ascc.wsu.edu](http://ascc.wsu.edu)

#### **Handshake**

Handshake is an online resource available to all WSU students to access nationwide job and internship listings schedule on-campus interviews, post resumes and credentials, and access information regarding career fairs, workshops and other career related events.

[wsu.joinhandshake.com](http://wsu.joinhandshake.com)

## LEADERSHIP DEVELOPMENT

The Student-Athlete Development staff educates and promotes student-athlete leaders through leadership positions,

role models, strategic curriculum, and practical experience. Leadership development programming and events occur through student organization, for-credit courses, and more.

- Student-athlete Advisory Committee (SAAC)
- Black Student-Athlete Association (BSAA)
- Cougar Pride Student-Athlete Alliance (CPSAA)
- The Hidden Opponent
- UNIV 295: Credit Based Leadership Course and Leadership Certificate
- Leadership Academy
- National Conference representation
- Team Based Training

### Student-Athlete Advisory Committee (SAAC)

Student-Athlete Advisory Committee is a student-athlete led leadership organization with the overall goal to enhance the overall student-athlete experience at Washington State University. Each Athletic team has two voting representatives who attend biweekly SAAC meetings serving as a communication link to their teammates. SAAC provides opportunities for leadership within athletic teams that facilitates a bridge between student-athletes, athletics administration, the University, Pullman community and Pac-12 Conference.

### Black Student-Athlete Association (BSAA)

The Black Student-Athlete Association is an athletics supported student-athlete led leadership group focusing on its efforts on evolving experiences for black student-athletes as well as other student-athletes of color at Washington State. The executive board leads monthly meetings providing engaging group activities, discussion of

impactful topics and a safe space for the members to share thoughts and feelings. Each year, athletics take a group of the Black Student-Athlete Summit where the inspiration for this group and the motivation to action originated.

### **Cougar Pride Student-Athlete Alliance (CPSAA)**

The Cougar Pride Student-Athlete Alliance is an athletics supported student-athlete led leadership group focusing its efforts on evolving experiences for LGBTQIA student-athletes and allies at Washington State. The executive board leads leads monthly meetings providing engaging group activities, discussion of impactful topics and a safe space for the members to share thoughts and feelings. Each year, athletics takes a group to the athlete Ally Athlete Activism Summit.

### **PERSONAL DEVELOPMENT**

The Student-Athlete Development staff supports student-athletes in self-evaluation and goal setting to develop personal qualities, skills to maximize potential, and positively impact the community.

- Civic Engagement
- Financial Literacy
- Personal Wellness
- Sexual Violence Prevention

### **Civic Engagement**

Throughout each academic year, the Student-Athlete Development staff organizes several opportunities for student-athletes to positively impact the community.

#### *Special Olympics*

WSU serves as the annual host the the Washington Eastern Regional Basketball Tournament. In the Spring semester, more information will be sent out about how you can help volunteer.

#### *Coug Pals*

Every semester student-athletes participate in the Coug Pals pen-pal program to support the enhancement of literacy skills among local elementary school students.

#### *Butch's Bash*

WSU Athletics and WSU student-athletes host a holiday carnival for the Pullman community. WSU Student-Athletes collect canned food at the event to donate to the Pullman Food Bank.

#### *Reading Buddies*

Reading Buddies is a program with local Pullman elementary schools. Running Monday-Thursday, Student-Athletes volunteer their time reading and interacting with students at local schools.

#### *Habitat for Humanity*

Throughout the year, WSU Athletics volunteers to help Habitat for Humanity to build houses for those in the community.

### **Center for Civic Engagement**

The CCE assists WSU students in identifying engaging and meaningful community service opportunities throughout the state of Washington. [cce.wsu.edu](http://cce.wsu.edu)

# WSU Athletics Personal Branding Program

## PURPOSE

To prepare student-athletes for professional and personal branding opportunities, and new Name, Image, and Likeness (NIL) legislation. Workshops will cover the key components through interactive seminars led by faculty, staff, alumni, and outside experts with knowledge on personal branding, entrepreneurship, and financial literacy.

## KEY COMPONENTS

The Program focuses on the following personal branding educational topics.

- Personal and Professional Branding
- Social Media Content Creation
- Entrepreneurship
- business Networking Skills
- Financial Literacy
- NCAA Compliance

## NIL Resources

WSU Athletics has partnered with several organizations to support you in your NIL endeavors.

### Platforms

- Marketplaces
  - INFLCR
  - Iconsource
  - Opendorse
  - MOGL
  - MarketPryce
  - NOCAP Sports
  - More
- Merchandise
  - College Hill Custom Threads
  - Robe Looks
  - Influxer
  - NIL Store
  - Fanatics

- Collective Groups
  - Cougar Collective
  - CryptoCougs

Through NIL, you have the opportunity to partner with businesses. If you have questions or would like to discuss potential NIL opportunities, please reach out to Nick Garner, [nicholaus.garner@wsu.edu](mailto:nicholaus.garner@wsu.edu).

# **SECTION 6**

# **OTHER STUDENT SERVICES**

# Athletic Communications

The Athletic Communications Office at Washington State University is designed to assist Cougar student-athletes in all phases of dealing with the media. Listed below are rules, suggestions, and procedures important to you as a student-athlete at WSU.

Remember that members of the media are **assigned** to report on Cougar athletics and all those people associated with the programs and teams. They are not paid to be cheerleaders. Most, but not all, are supportive of WSU's programs and the student-athletes and coaches involved. Still, it is not their job to make you look good. How well you conduct yourself at all times will go a long way toward developing your reputation. "Fans judge you as an **athlete** according to how you perform during competition. They judge you as a **person** according to how you perform with the media. If fans develop a good impression of you through the media, especially when things are not going well in competition, the benefits you can be significant" (NFL Media Relations Handbook).

WSU places a high priority on media relations. Because sports fans locally and nationally will know as much through your relationship with the media as they will through your competitive efforts, WSU asks you to do interviews and work with the media when requests have been made by members of the media.

Making yourself available for interviews is important for several reasons. First, you benefit. You learn communication skills that will be an asset forever. Second, your team and program benefit from the exposure. Third the fans who help support our programs become more

committed and involved because of media coverage. An equally important impact of your relationship with the media and your willingness to do interviews is the impact it will have on young people who, in the future, will consider attending WSU either as a student or student-athlete. You learned about WSU through coaches and student-athletes who competed before you. Now the next generation of Cougar student-athletes will learn from you.

If you are uncomfortable when talking with members of the media, work with your representative in the athletic communications office. Staff members can help you feel more comfortable and help you take charge.

## Athletic Communications Functions

- Media Representatives - the staff serves as representatives to all members of the Athletics Departments, from coaches and administrators to student-athletes.
- Archives - the office records and stores all information dealing with the NCAA/Pac-12 athletics teams competing for Washington State University.
- Statistics, Event Results - all individual and team statistics are compiled by the athletic communications office for all competition involving Cougar teams
- Home Events - staffing home event and hosting visiting members of the media.
- Publications - WSU publishes online guides, event programs, and a variety of other material.
- Photographs - all photographs taken by our photographers are property of the WSU Athletics Department and are filed in the athletic

- communications office; these include head and shoulder photos, game action photos, and other miscellaneous photos that are available to local, regional, and national publications including your hometown papers, to your high school, and to fill special requests. If you bring a re-writable CS or flash drive to our office at the end of your season we will make a copy of all your digital photos for you to keep.
- Honors - office personnel work with national organizations and publications to make sure all WSU student-athletes receive appropriate regional and national honors and recognition.
- Internet - information provided by WSU is available through many Internet sites, providing a link directly from Cougar Athletics to fans worldwide. Our website is [www.wsucougars.com](http://www.wsucougars.com)

### **MEDIA TECHNIQUES**

All interviews by member of the media are coordinated through the media relations office:

- Student-athletes are asked to only grant interviews when they have been pre-arranged by a member of the media relations staff.
- **Do not take calls at home** from members of the media **unless arranged through the athletic communications office.**
- You will **not** be asked to **miss a class** or workout to do an interview.
- Remind members of your family (parents, etc.) they may be contacted by members of the media; they are not obligated to conduct these interviews, especially in times of trouble and conflict. Please ask them to not give out your phone number.

### **Interview Do's**

Organize your thoughts about a question before answering it.

- Speak in short, complete sentences; this is especially helpful for radio and television interviews; this also helps to make sure you are not misunderstood.
- Be human, be yourself, be honest. Many of you have fascinating stories to tell of your life away from competition, don't be afraid to talk about those stories.
- Praise teammates - there are many other people who help make you a success.
- You are a celebrity; except to lose some of your privacy. You are not treated the same as other WSU students. You will receive attention for your mistakes inside and outside athletics.
- Look good, be confident but not cocky; keep your head up and look the person in the eye when answering. Be humble in victory and gracious in defeat.
- Ground rules - know what will be discussed in advance; the person arranging the interview from the athletic communications office can tell you what the subject matter will be; don't be afraid to tell a reporter you don't want to discuss a certain subject.
- Be animated - lively sports figured are the most quotable.

### **Interview Don't's**

You are always on the record. Never speak "off the record" to a reporter; expect everything you say and do to be used by the reporter if not now, eventually.

- You are live - assume anytime you see a camera, microphone, or a reporter note pad that you are being recorded.

- Phone calls should be considered on the record and live from the time you pick up the receiver to when you hang up; do not relax and think what you are chatting about will not be reported - it will.
- Be alert, when reporters are around, don't say or do anything

you want reported, printed, or put on the air

- Don't play referee - don't whine about an official's call; avoid such references as "he blew the call" or "that was a bad call." You will sound like a poor sport.

## Equipment Room Locations and Hours

There are three equipment rooms:

**1 - Bohler Athletic Complex B - 50:**  
**Monday** - Friday 8am-5pm. Supports all sports except Baseball and Football.

**2 - Cougar Football Complex, Room 110: Sunday** - Saturday 5am - 3pm.  
 Hours on non-practice days are 7:30am-:pm or depending on team work out times. Supports Football.

**3 - Cougar Baseball Complex Equipment Room** - Sunday - Saturday, hours depend on team workouts/practice. Supports Baseball.

If equipment room services are needed outside the scheduled hours, prior arrangements must be made with the equipment room staff.

### EQUIPMENT ISSUE

Student-athletes cannot receive any equipment or clothing until cleared for participation by the compliance office. Each student-athlete will be issued the necessary clothing and equipment in order to practice and compete for Washington State University. Equipment and clothing issued by Washington State University cannot be exchanged at a retail outlet for merchandise or credit and items may not be sold. To do so is a violation of institutional and NCAA rules and can possibly make a student-athlete ineligible for competition.

### EQUIPMENT RESPONSIBILITY

Each student-athlete is responsible for all equipment and apparel issued to him/her. Do not throw away damaged equipment or apparel; return to the equipment room for repair or replacement. All issued equipment must be kept locked in each student-athletes locker to avoid apparel being borrowed or stolen. Lost or stolen equipment and apparel can only be replaced by billing the student-athlete's account.

### EQUIPMENT RETURN

At the end of the season, student-athletes will be required to return equipment and apparel. Each sport will determine what needs to get returned; a full-time equipment manager will communicate what needs to be turned in. It is the responsibility of the student-athlete to ensure that all their equipment and apparel is returned. If a student-athlete quits a team, is cut from a team, or is no longer on a team for any other reason, all clothing and equipment must be returned to the equipment room within one week from the date of separation from the team; failure to do so may result in billing the student-athlete's university account.

### LAUNDRY

Each student-athlete will be issued two laundry loops marked for identity. Issued workout clothing must be turned in for laundry after use; do not wear issued workout clothing home or leave

in the locker room. The equipment room will not loan clothing to student-athletes if they forget their clothing for that day. Only gear issued by the athletics department will be washed. Laundry in Bohler Gym may be turned in to the equipment room or put in the laundry drop outside the training room in Bohler Athletic Complex M4. Daily laundry will be ready for pick-up at 9:00 a.m. the day after you drop off your laundry.

Each student-athlete will get the same laundry loop and workout apparel back each day. Each student-athlete will be issued a locker in their team locker room and an individual laundry box for laundry pickup. The laundry box will allow all student-athletes to access their laundry without having the equipment room open. It is the responsibility of the student-athlete to keep their locker and laundry box locked to avoid theft.

## Creative Services Video Team

The Creative Services Video team at Washington State University is divided into four areas: video archiving, recruiting video, social media video, and CougVision/webcast production. Our mission is to provide support for all of the department's video needs. Furthermore, we strive to maximize the positive exposure of the student-athletes and teams of Washington State University.

### Video Archiving

- Maintain WSU Athletics video archive which dates back to the 1980's

### Recruiting Video

- Assist all sports with recruiting efforts on the video side
- Edit recruit specific highlights or hype videos for all sports
- Assists with video side of official recruit visits

### Social Media Video

- Produce social media videos, team highlight videos and hype videos
- Produce highlight music videos
- Produce website video content: highlights, feature stories, interviews and press conferences
- Produce content for all forms of social media

### CougVision/Webcast/News outlet Production

- Hire Students for our CougVision video board shows at football, men's and women's basketball, soccer, volleyball, swimming and baseball
- Live stream all sporting events when they are not otherwise televised by the Pac-12 Network or another TV partner.
- Live stream secondary events like press conferences, coaches show and post game press conferences
- Provide highlights and video to increase exposure of WSU to all news stations across Washington and beyond.
- Produce content for in-house video board displays.